

**NOTICE OF A REGULAR MEETING
OF THE BOARD OF DIRECTORS OF THE
OLIVENHAIN MUNICIPAL WATER DISTRICT
1966 Olivenhain Road, Encinitas, CA 92024
Tel: (760) 753-6466 • Fax: (760) 753-5640
VIA TELECONFERENCE AND IN PERSON**

Pursuant to AB3035, effective January 1, 2003, any person who requires a disability related modification or accommodation in order to participate in a public meeting shall make such a request in writing to Stephanie Kaufmann, Executive Secretary, for immediate consideration.

DATE: WEDNESDAY, APRIL 17, 2024

TIME: 4:00 P.M.

PLACE: HYBRID REGULAR MEETING VIA ZOOM AND IN-PERSON

The meeting is being held virtually as a convenience to the public. The meeting will not stop or suspend its in-person meeting should a technological interruption occur with respect to the Zoom or call-on options listed on the agenda.

For Zoom Participation:

www.zoom.us/join
Meeting ID: 814 9144 9201
Passcode: 347980

For Zoom Call-in Only:

Call: (669) 900-9128
Meeting ID: 814 9144 9201
Passcode: 347980

Public Participation/Comment: Members of the public can participate in the meeting by emailing your comments on an agenda item to the Board Secretary at skaufmann@olivenhain.com or address the board directly in real-time under either of the public comment sections. If you do not receive a confirmation email that your comment has been received, please call (760) 632-4648 or address the board under either of the public comment sections to ensure that your comments are heard in real-time. The subject line of your email should clearly state the item number you are commenting on and should include your name and phone number. All comments will be emailed to the Board of Directors.

*NOTE: ITEMS ON THE AGENDA MAY BE TAKEN OUT OF SEQUENTIAL ORDER
AS THEIR PRIORITY IS DETERMINED BY THE BOARD OF DIRECTORS*

1. CALL TO ORDER
2. PLEDGE OF ALLEGIANCE
3. ROLL CALL
4. DETERMINATION OF A QUORUM
5. ADOPTION OF AGENDA

- 6. PERSONAL APPEARANCES AND PUBLIC COMMENTS
- 7. PRESENTATION OF AWARDS AND HONORABLE MENTIONS
 - * Jarod Campbell – Water Treatment Plant Operator IV (Lead) – New Hire
 - * Ivan Murguia – Water Reclamation Operator III – New Hire
 - * Jose Rodriguez – Systems Operator I – Promotion – April
- 8. CONSIDER APPROVAL OF THE MINUTES OF THE MARCH 20, 2024, REGULAR BOARD OF DIRECTORS MEETING
- 9. CONSENT CALENDAR

NOTE: ANY ITEM MAY BE REMOVED FROM THE CONSENT CALENDAR FOR DISCUSSION

C-a	CONSIDER ADOPTION OF A MOTION APPROVING THE PAYMENT OF LISTED WARRANTS FROM THE DISTRICT’S REVOLVING AND REGULAR ACCOUNTS; LISTED TRANSFERS OF FUNDS; REIMBURSEMENT OF EXPENSES TO BOARD MEMBERS AND STAFF; AND MONTHLY INVESTMENT REPORTS
C-b	CONSIDER ADOPTION OF A MOTION APPROVING THE DISTRICT’S CONSOLIDATED STATEMENT OF NET POSITION, CONSOLIDATED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION, CONSOLIDATED STATEMENT OF CASH FLOWS, CONSOLIDATED ACTUAL VS BUDGET SUMMARY, AND CONSTRUCTION IN PROGRESS REPORTS
C-c	CONSIDER 2024 ANNUAL OBJECTIVES AND TIGER TEAM STATUS REPORT
C-d	CONSIDER ACCEPTANCE OF THE SPYGLASS H PIPELINE RELOCATION (SD COMMERCIAL HOLDINGS 3, LLC.) INTO OMWD’S SYSTEM AND ORDER A NOTICE OF COMPLETION FILED
C-e	CONSIDER APPROVAL OF THE 2024 WASTEWATER MASTER PLAN UPDATE

- 10. CONSIDER ANNUAL UPDATE OF THE DISTRICT’S FIVE-YEAR STAFFING ANALYSIS
- 11. CONSIDER RECOMMENDATION BY THE PERSONNEL COMMITTEE TO APPROVE THE SALARY SURVEY PER THE DISTRICT’S EMPLOYEE MEMORANDUM OF UNDERSTANDING
- 12. CONSIDER INFORMATIONAL REPORT ON WATER SUPPLY CONDITIONS AND LONG-TERM WATER USE EFFICIENCY LEGISLATION
- 13. CONSIDER THE DRAFT FISCAL YEARS 2025 AND 2026 OPERATING AND CAPITAL BUDGET
- 14. INFORMATIONAL REPORTS
 - A. PRESIDENT
 - B. GENERAL MANAGER
 - C. CONSULTING ENGINEER
 - D. GENERAL COUNSEL
 - E. SAN DIEGO COUNTY WATER AUTHORITY REPRESENTATIVE

- F. LEGISLATIVE
 - G. TWELVE MONTH CALENDAR / OTHER MEETINGS / REPORTS BY BOARD MEMBERS PER AB 1234
 - H. BOARD COMMENTS
- 15. CORRESPONDENCE
 - 16. AUTHORIZATION TO ATTEND UPCOMING MEETINGS / CONFERENCES / SEMINARS
 - 17. FUTURE AGENDA ITEMS
 - 18. CONSIDER PUBLIC COMMENTS
 - 19. CLOSED SESSION
 - A) CONSIDER LITIGATION – OLIVENHAIN MUNICIPAL WATER DISTRICT v. COUNTY OF SAN DIEGO [PURSUANT TO GOVERNMENT CODE SECTION 54956.9]
 - B) CONSIDER LITIGATION – STANLEY D. JONES ET AL. [PURSUANT TO GOVERNMENT CODE SECTION 54956.9]
 - C) CONSIDER LITIGATION – CaIPERS [PURSUANT TO GOVERNMENT CODE SECTION 54956.9]
 - D) CONSIDER CLAIM – SDG&E v. OLIVENHAIN MUNICIPAL WATER DISTRICT [PURSUANT TO GOVERNMENT CODE SECTION 54956.9]
 - 20. OPEN SESSION
 - 21. ADJOURNMENT



Memo

To: Board of Directors
From: Stephanie Kaufmann, Executive Secretary
Via: Kimberly A. Thorner, General Manager
Subject: BOARD MEETING MINUTES

Draft minutes of the most recently held Board of Directors meeting will be provided separately. Following board approval, the minutes will be posted on OMWD's website.

Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Rainy Selamat, Finance Manager
Via: Kimberly Thorner, General Manager
Subject: **CONSIDER ADOPTION OF A MOTION APPROVING THE PAYMENT OF LISTED WARRANTS FROM THE DISTRICT'S REVOLVING AND REGULAR ACCOUNTS; LISTED TRANSFERS OF FUNDS; REIMBURSEMENT OF EXPENSES TO BOARD MEMBERS AND STAFF; AND MONTHLY INVESTMENT REPORT**

The following monthly financial reports are enclosed for review and approval by the Board of Directors:

- March 2024 Summary of payment of listed warrants from the District's checking account and listed transfer of funds.
- March 2024 Monthly Summary of Reimbursement Expenses to Board Members and Staff.
- February 2024 Monthly Investment Report.

Olivenhain Municipal Water District
Proposed Motions for April 17, 2024 Board of Directors Meeting
March 2024 Activities
Consent Calendar Item # C-a

Proposed Motions:

I. That the following warrants and transfers be approved:

Regular Account	Warrants - by check	035079 ✓	to	035194 ✓	\$	559,475.24
	Warrants - by EFT	EFT000000001089 ✓	to	EFT000000001172 ✓		705,971.32
						1,265,446.56
	ACH Payments - Payroll					215,311.24
	Wire - SDCWA - Monthly Purchased Water Payment					1,884,380.70
	ACH Payments - Payroll					215,382.55
					\$	3,580,521.05 ✓

Major Category of Disbursements

Total warrants from the District's checking account:

\$ 1,265,446.56

Following is a breakdown of this total by major categories:

<u>Category</u>	\$
Outside services	628,650.24
Inventory and supplies	326,056.82
Utilities	116,701.74
Repairs and maintenance	15,623.85
Other	6,514.87
Refunds	4,243.01
Insurance	165,879.03
Permit Fees	1,777.00
Total	\$ 1,265,446.56 ✓

Sincerely,

Rainy K. Selamat

Rainy K. Selamat/Finance Manager

Olivenhain Municipal Water District
Proposed Motions for April 17, 2024 Board of Directors Meeting
March 2024 Activities

California Bank and Trust

Regular Account

Warrants - by check	035079	to	035194	\$	559,475.24
Warrants - by EFT	EFT000000001089	to	EFT000000001172		705,971.32
					1,265,446.56
	3/14/2024 ACH Payments - Payroll				215,311.24
	3/18/2024 Wire - SDCWA - Monthly Purchased Water Payment				1,884,380.70
	3/28/2024 ACH Payments - Payroll				215,382.55
			Total	\$	3,580,521.05

Approved:

For Board Consideration and Approval

Olivenhain Municipal Water District
February 2024 Warrant List - Check & EFT

Number	Date	Name	Amount	Inv Reference	Multiple Invoices?
035079	3/6/2024	American Messaging	60.83	L1-072035	
035080	3/6/2024	City Treasurer	729.83	1/24 RECYCLED METER SVC CHG	
035081	3/6/2024	County Of San Diego	10.00	10249 CAMINO SAN THOMAS	
035082	3/6/2024	Edco Waste & Recycling	660.09	Waste Disposal	Yes
035083	3/6/2024	Fallbrook Printing Corp	1,829.27	MY WATER USE POSTCARD	
035084	3/6/2024	HDR Engineering, Inc.	1,350.00	Long Term Budgeting for Pipeline Replacements & CCTV Reviews	Yes
035085	3/6/2024	Hill Brothers Chemical Company	3,758.74	WWTP CHEMICALS	
035086	3/6/2024	Interstate Battery Of San Diego Inc	794.54	SHOP SUPPLIES	
035087	3/6/2024	James Kelly	70.65	REF:1093774_104110	
035088	3/6/2024	Republic Services	1,415.05	Waste Disposal	
035089	3/6/2024	Republic Services #529	728.59	Waste Disposal	
035090	3/6/2024	Samba Holdings Inc	227.29	DRIVER RECORD MONITORING	
035091	3/6/2024	San Diego Gas & Electric	70.45	DRIVER RECORD MONITORING	Yes
035092	3/6/2024	Shane Sullivan	24.00	2/24 GYM REIMBURSEMENT	
035093	3/6/2024	Sodeman, Brian	100.00	EDUCATION INCENTIVE PAY	
035094	3/6/2024	TASC	541.57	2/24 VEBA ADMIN FEES	
035095	3/6/2024	Verizon Connect Fleet USA, LLC	924.85	100000112726	
035096	3/13/2024	Ababa Bolt Inc	1,042.91	SUPPLIES	Yes
035097	3/13/2024	Asbury Environmental Services	2,766.50	ASBESTOS MATERIAL DISPOSAL	
035098	3/13/2024	AT & T	35.78	Utilities	
035099	3/13/2024	Brandon Barnick	60.00	T2 RENEWAL REIMBURSEMENT	
035100	3/13/2024	Ben Christensen	19.51	REF:1092711_197815	
035101	3/13/2024	California State Disbursement Unit	123.23	Garnishment	
035102	3/13/2024	Corodata Shredding, Inc	42.87	PAPER DESTRUCTION SERVICES	
035103	3/13/2024	DCL Enterprise Inc Db	140.00	BLDG J DOOR SERVICE	
035104	3/13/2024	Edco Waste & Recycling	1,138.00	Waste Disposal	Yes
035105	3/13/2024	Fallbrook Printing Corp	80.81	RATES & RULES BROCHURE	
035106	3/13/2024	Federal Express Corp	161.47	SHIPPING	
035107	3/13/2024	First Choice Technology	161.11	13001474	Yes
035108	3/13/2024	Grangetto's Ag. Supply	14.61	PARKS SUPPLIES	
035109	3/13/2024	Gustavo Briceno	45.00	D2 RE-EXAM FEE REIMBURSEMENT	
035110	3/13/2024	Hi-Line Electric Company, Inc.	213.08	SHOP SUPPLIES	
035111	3/13/2024	Infosend	3,804.11	1/24 MAINTENANCE FEE	
035112	3/13/2024	Isaac Gay	117.63	REF:1091737_195480	
035113	3/13/2024	J.M.D. Landscaps Inc	6,200.00	Del Dios Hwy Sewer Easement Clearing	Yes
035114	3/13/2024	Leand Bantados	11.11	REF:1090880_145890	
035115	3/13/2024	Lindsay Johnson	122.41	REF:1061073_192030	
035116	3/13/2024	Marleny Espejo	29.96	REF:1038453_230685	
035117	3/13/2024	Micheal Clementi	128.70	REF:1083607_195865	
035118	3/13/2024	Pacific Pipeline Supply	2,385.09	COYOTE BUSH - HYDRANT EXT, MAGNETIC LID LIFTING TOOL, COMPRESSION ENDCAPS	Yes
035119	3/13/2024	PWLC I, INC	3,240.00	SEWER ESMNT VEGETATION CLRG	
035120	3/13/2024	Ralph Andersen & Associates	4,800.00	OMWD Salary Survey	Yes
035121	3/13/2024	Republic Services #661	7,899.65	Waste Disposal	Yes
035122	3/13/2024	Rob Kreutzer	41.41	1/18 - 3/6 MILEAGE REIMB	
035123	3/13/2024	S D G & E	264.85	Utilities	
035124	3/13/2024	San Diego Gas & Electric	25,763.61	Utilities	Yes
035125	3/13/2024	Scott Miller	103.78	REF:1093783_204040	
035126	3/13/2024	Shadi Azad	14.06	REF:1091126_160940	
035127	3/13/2024	State Water Resources	105.00	T5 CERT RENEWAL - E.DEWINDT	
035128	3/13/2024	Susan Schwartz	259.03	REF:1030068_161280	
035129	3/13/2024	Teichert Energy & Utilities Group, Inc.	31,024.67	Construction of the RW Pipeline Extensions for CB, Village Park & Summerhill	Yes
035130	3/13/2024	MILLIGAN TIM	1,658.06	WFO Customer Refund	
035131	3/13/2024	State Water Resources	80.00	D2 CERTIFICATION - G.BRICENO	
035132	3/13/2024	State Water Resources	105.00	D4 RENEWAL - J.BARLETT-MAY	
035133	3/20/2024	American Conservation & Billing Solutions, Inc.	3,251.00	4/24 AQUAHAWK SERVICES	
035134	3/20/2024	Applied Best Practices	451.00	2015A & 2016A BONDS	
035135	3/20/2024	Asbury Environmental Services	6,233.87	BATTERY DISPOSAL SERVICES	
035136	3/20/2024	AT & T	836.53	Utilities	Yes
035137	3/20/2024	Bettina Krohn	5,100.00	SETTLEMENT AGREEMENT	
035138	3/20/2024	Blue-White Industries	15.01	WTP SUPPLIES	
035139	3/20/2024	Byron F White Trustee	56.74	REF:1004541_199670	
035140	3/20/2024	CCL Contracting Inc.	24,050.20	For Construction Contract for the Unit A RSF Potable Water Pipeline Replacement Project (23AGR071)	Yes
035141	3/20/2024	Corodata	322.02	OFFSITE RECORDS STORAGE	
035142	3/20/2024	County Of San Diego	750.00	8250 PASEO ESPLANADA	
035143	3/20/2024	DCL Enterprise Inc Db	19.93	KEYS	
035144	3/20/2024	Fallbrook Printing Corp	2,022.18	MY WATER USE POSTCARD MAILING	
035145	3/20/2024	Federal Express Corp	157.39	SHIPPING	
035146	3/20/2024	Justin Fichtelman	240.00	EDUCATION INCENTIVE PAY	Yes
035147	3/20/2024	Grangetto's Ag. Supply	7.41	MULCH	
035148	3/20/2024	Infosend	7,574.92	WATER BILL STATEMENTS	
035149	3/20/2024	Infrastructure Engineering Corporation	12,075.15	NBHD SPS Rpl Design Support	Yes
035150	3/20/2024	Josh Kendall	119.48	REF:1061360_219165	
035151	3/20/2024	Napa Auto Parts	1,034.54	2/29 SUPPLIES	
035152	3/20/2024	Pacific Star Chemical, LLC	26,096.83	WTP CHEMICALS	
035153	3/20/2024	Orion Construction Corporation	136,063.75	45 NBHD #1 SEWER PS RPCLMENT	Yes
035154	3/20/2024	Pacific Pipeline Supply	2,170.55	WTP SUPPLIES	Yes
035155	3/20/2024	Palomar Health	235.00	EMPLOYEE SERVICES	
035156	3/20/2024	PWLC I, INC	14,848.00	LANDSCAPE MAINTENANCE	Yes
035157	3/20/2024	Ralph Andersen & Associates	8,910.00	OMWD Salary Survey	Yes
035158	3/20/2024	Reed, Phillip	150.00	EDUCATION INCENTIVE	
035159	3/20/2024	Republic Services	1,027.65	Waste Disposal	
035160	3/20/2024	Rupes Hydraulics	904.28	UNIT Z HYDRAULIC RAM SERVICE	
035161	3/20/2024	San Diego Gas & Electric	72,776.24	Utilities	Yes
035162	3/20/2024	Santa Fe Irrigation Dist	110.57	008128-005, 3/1/2024	
035163	3/20/2024	Sonsray Machinery LLC	217.39	BA09 SUPPLIES	Yes
035164	3/20/2024	Southland Paving Inc	20,910.00	Paving restoration - Olivenhain Rd.	Yes
035165	3/20/2024	Sunbelt Rentals, Inc.	6,157.01	EASEMENT LEAK SKIDSTEER RENTAL	Yes
035166	3/20/2024	Wateratent LLC dba	3,264.00	WTP TEMPORARY OPERATOR	
035167	3/20/2024	West Yost & Associates, Inc	13,650.00	Support for Manchester Recycled Water site connections	Yes
035168	3/20/2024	Xylem Water Solutions USA, Inc.	15.51	WWTP SUPPLIES	
035169	3/27/2024	Ashley Lane	79.56	REF:1088468_241800	
035170	3/27/2024	AT & T	1,136.03	Utilities	Yes

**Olivenhain Municipal Water District
February 2024 Warrant List - Check & EFT**

Number	Date	Name	Amount	Inv Reference	Multiple Invoices?
035171	3/27/2024	Boot World Inc	587.80	Safety Boots	Yes
035172	3/27/2024	California State Disbursement Unit	123.23	Garnishment	
035173	3/27/2024	Chanelle Cadwell	103.52	REF:1004565_217380	
035174	3/27/2024	City Treasurer	729.83	2/24 RECYCLED METER CHARGE	
035175	3/27/2024	County Of San Diego	1,017.00	777 N EL CAMINO REAL	Yes
035176	3/27/2024	CSDA San Diego Chapter	60.00	4/24 DINNER MTG - K.THORNER	
035177	3/27/2024	E A Doell	12.73	REF:1008499_115130	
035178	3/27/2024	Encinitas Ford	876.72	PU97 SUPPLIES	Yes
035179	3/27/2024	Ferguson Enterprises Inc. #1083	1,023.63	SUPPLIES	
035180	3/27/2024	Guardian	969.68	4/24 DENTAL ADMIN FEES	
035181	3/27/2024	Gabriel Hernandez	24.00	3/24 FITNESS DUES REIMB	
035182	3/27/2024	Home Depot/Gecf	5,600.36	2/24 SUPPLIES	Yes
035183	3/27/2024	Interstate Battery Of San Diego Inc	362.60	SHOP SUPPLIES	
035184	3/27/2024	Jake O'loughlin	68.21	REF:1092571_194385	
035185	3/27/2024	Joe's Paving Inc	54,641.16	Concrete Restoration Work	
035186	3/27/2024	Katherine E Wennstrom	98.95	REF:1091625_103590	
035187	3/27/2024	Michael B. McDonald General Engineering	1,157.16	REF:1094147_303670	
035188	3/27/2024	Pacific Pipeline Supply	157.57	METER WRENCH	
035189	3/27/2024	Jaroath Inc., dba	78.00	760-489-9971	
035190	3/27/2024	RECON Environmental, Inc.	1,069.50	Elfin Forest Rsvr / Cielo Azul Trail	Yes
035191	3/27/2024	San Diego Gas & Electric	1,079.45	DRIVER RECORD MONITORING	Yes
035192	3/27/2024	Snkanth Alaparthi	11.76	REF:1037474_158285	
035193	3/27/2024	Streakwave Wireless Inc	714.38	SUPPLIES	
035194	3/27/2024	Teichert Energy & Utilities Group, Inc.	8,369.50	Construction of the RW Pipeline Extensions for CB, Village Park & Summerhill	Yes
EFT000000001089	3/6/2024	Standard Insurance Co.	6,148.61	3/24 LIFE, LTD PREMIUM	
EFT000000001090	3/6/2024	Cyber Marketing Network Inc	10,298.48	HOSTING SERVICES	
EFT000000001091	3/6/2024	Peterson Structural Engineers, Inc.	2,194.80	Design Services for Tank Safety Improvements (D120130)	Yes
EFT000000001092	3/6/2024	B. Weber Consulting LLC	7,195.50	IT CONSULTING SERVICES - JAN & FEB	Yes
EFT000000001093	3/6/2024	Hasa	9,415.13	WWTP CHEMICALS	
EFT000000001094	3/6/2024	Controlled Entry Specialists	2,604.00	WWTP GATE SERVICES	Yes
EFT000000001095	3/6/2024	Evoqua Water Technologies	2,160.80	WWTP - LEVEL SENSOR KIT	
EFT000000001096	3/6/2024	McMaster-Carr Supply Co.	282.43	SUPPLIES	
EFT000000001097	3/6/2024	Geoscience Support Svcs, Inc.	18,038.00	San Dieguito Valley Groundwater Desal Consulting	Yes
EFT000000001098	3/6/2024	Calif. Surveying & Drafting Supply	96.85	ENGINEERS FIELD BOOK	
EFT000000001099	3/6/2024	Volt Management Corp DBA	567.76	WTP INTERN W/E 2/9/24	
EFT000000001100	3/6/2024	Rutan & Tucker, LLP	1,120.00	Special counsel and strategic assistance for San Dieguito Desal Project	Yes
EFT000000001101	3/6/2024	Martin Marietta Materials Inc	410.00	DUMP BOBTAIL - CONCRETE	
EFT000000001102	3/6/2024	Rincon Consultants Inc.	2,404.50	NSDWRC GRANT ADMIN SUPPORT	Yes
EFT000000001103	3/6/2024	West Coast Sand & Gravel	2,107.36	YARD MATERIALS	
EFT000000001104	3/6/2024	CDW Government Inc	170.33	SUPPLIES	
EFT000000001105	3/6/2024	Pacific Safety Center	595.00	BACKHOE OPERATOR TRAINING	
EFT000000001106	3/6/2024	Diamond Environmental	2,520.13	RESTROOM SERVICES PARKS	Yes
EFT000000001107	3/6/2024	Insight Public Sector, Inc.	3,713.77	KNOWBE4 TRAINING/SUBSCRIPTION	
EFT000000001108	3/13/2024	ACWA - JPIA	158,219.17	4/24 GROUP INSURANCE PREM	
EFT000000001109	3/13/2024	TS Industrial Supply	537.79	SUPPLIES	
EFT000000001110	3/13/2024	Southern Counties Lubricants, LLC.	6,354.64	FUEL SUPPLIES	
EFT000000001111	3/13/2024	Mesa Products	402.25	CORROSION PROTECTION SUPPLIES	Yes
EFT000000001112	3/13/2024	Traffic Supply Inc	26.89	EASEMENT SIGN RIVETS	
EFT000000001113	3/13/2024	Steven L. Sherman DBA	2,100.00	Conservation landscape services-evaluation	Yes
EFT000000001114	3/13/2024	Volt Management Corp DBA	434.88	WTP INTERN W/E 2/16/24	
EFT000000001115	3/13/2024	Traffic Safety Solutions	3,790.00	CAMINO DE LOS COCHES	Yes
EFT000000001116	3/13/2024	Transnet Investigative Group Inc.	85.00	PRE-EMPLOYMENT BACKGROUND	
EFT000000001117	3/13/2024	Rusty Wallis Inc.	4,290.00	WTP - SOFT WTR EXCHANGE TANKS	
EFT000000001118	3/13/2024	Nobel Systems	3,300.00	GIS UPDATES	Yes
EFT000000001119	3/13/2024	West Coast Sand & Gravel	1,259.12	YARD MATERIALS	
EFT000000001120	3/13/2024	CDW Government Inc	2,545.18	SUPPLIES	Yes
EFT000000001121	3/13/2024	Diamond Environmental	203.48	CAMINO SAN THOMAS	
EFT000000001122	3/13/2024	Insight Public Sector, Inc.	1,922.99	SOLARWINDS SERVER MAINT	
EFT000000001123	3/13/2024	Valley Construction Management	23,590.00	For Construction Management Services for the DCMWTP Stage 4 Upgrades (Centrifuge, 24AGR001)	Yes
EFT000000001124	3/13/2024	ESS	689.74	HQ KANTECH CARD READER	
EFT000000001125	3/13/2024	Harrington Industrial Plastics Inc	13,195.77	WWTP SUPPLIES	Yes
EFT000000001126	3/13/2024	Water for People	67.00	WTRPL 3/14/2024	
EFT000000001127	3/20/2024	TS Industrial Supply	403.36	SUPPLIES	
EFT000000001128	3/20/2024	Underground Service Alert	276.00	DIG ALERT TICKETS	
EFT000000001129	3/20/2024	Dudek	14,655.00	Wastewater Master Plan Update (D700032)	Yes
EFT000000001130	3/20/2024	AG Tech Lic	2,210.80	WWTP BIOSOLIDS WASTE DISPOSAL	
EFT000000001131	3/20/2024	Traffic Supply Inc	393.33	SUPPLIES	
EFT000000001132	3/20/2024	Controlled Entry Specialists	1,102.00	HQ LOWERYARD SWING GATE SVC	
EFT000000001133	3/20/2024	Evoqua Water Technologies	560.27	WWTP VAPORLINK	Yes
EFT000000001134	3/20/2024	San Elijo Joint Powers Auth.	1,471.20	2/24 0.80 AC/FT RECYCLED WATER	
EFT000000001135	3/20/2024	Ninyo & Moore	1,047.00	NBHD #1 SPS REPLACEMENT PJT	Yes
EFT000000001136	3/20/2024	Sloan Electric	2,092.50	WTP PUMP DISASSEMBLE	
EFT000000001137	3/20/2024	CyberlinkASP Technology	10,298.48	HOSTING SERVICES	
EFT000000001138	3/20/2024	Industrial Solution Services, Inc.	4,408.77	40% Liquid Ammonium Sulfate Annual Purchase	Yes
EFT000000001139	3/20/2024	WREGIS	0.89	RENEW ENERGY FEE	
EFT000000001140	3/20/2024	Parsons	375.24	Design services for District project	Yes
EFT000000001141	3/20/2024	Martin Marietta Materials Inc	820.00	DUMP YARD MATERIALS	Yes
EFT000000001142	3/20/2024	Aqua Metric	115,035.22	MXUs for AMI Project (QTY 513)	Yes
EFT000000001143	3/20/2024	Patriot Environmental	701.50	WWTP ROLLOFF BIN SERVICES	
EFT000000001144	3/20/2024	Whitson CM	750.00	HQ SITE INSPECTION SERVICES	Yes
EFT000000001145	3/20/2024	CDW Government Inc	756.30	SUPPLIES	Yes
EFT000000001146	3/20/2024	Diamond Environmental	428.30	WWTP PORTABLE RESTROOMS	
EFT000000001147	3/20/2024	Valley Construction Management	6,183.50	ROW Inspection Services	Yes
EFT000000001148	3/20/2024	County of San Diego, RCS	171.00	2/24 RADIO SERVICES	
EFT000000001149	3/20/2024	Integrity Municipal Systems	1,303.00	WWTP ODOR CNTL SCRUBBER SVC	
EFT000000001150	3/20/2024	Harrington Industrial Plastics Inc	35,276.61	WTP SUPPLIES- Membrane Replacement Project	Yes
EFT000000001151	3/27/2024	Vallejos Water District	40,468.69	RECLAIMED WATER SALES	

Olivenhain Municipal Water District
February 2024 Warrant List - Check & EFT

Number	Date	Name	Amount	Inv Reference	Multiple Invoices?
EFT000000001152	3/27/2024	DLM Engineering Inc	29,360.00	ENGINEER CONSULTING SERVICES	Yes
EFT000000001153	3/27/2024	Interface Automation Inc.	12,048.75	WTP CONTROLNET RPCLMNT, SCADA SERVICES	Yes
EFT000000001154	3/27/2024	CFM-San Diego Inc	9,213.67	Various parts for District project	Yes
EFT000000001155	3/27/2024	McMaster-Carr Supply Co.	152.45	SUPPLIES	
EFT000000001156	3/27/2024	Steven L. Sherman DBA	125.00	Conservation landscape services-evaluation	Yes
EFT000000001157	3/27/2024	Geoscience Support Svcs, Inc.	10,495.00	San Dieguito Valley Groundwater Desal Consulting	Yes
EFT000000001158	3/27/2024	NexusTek Phoenix	1,271.99	CLOUD STORAGE	
EFT000000001159	3/27/2024	IKG Environmental	10,667.58	Well Monitoring for the San Dieguito Valley Groundwater Project	Yes
EFT000000001160	3/27/2024	G. Brist Consulting, Inc.	2,250.00	Well Monitoring for the San Dieguito Valley Groundwater Project	Yes
EFT000000001161	3/27/2024	Transnet Investigative Group Inc.	70.00	PRE-EMPLOYMENT BACKGROUND	
EFT000000001162	3/27/2024	Martin Marietta Materials Inc	410.00	DUMP CONCRETE	
EFT000000001163	3/27/2024	BreakAway Promo	3,754.41	EMPLOYEE UNIFORMS	
EFT000000001164	3/27/2024	Patriot Environmental	828.00	ROLLOFF BIN SERVICES	
EFT000000001165	3/27/2024	Global Power Group Inc	614.58	1/24 WWTP PREVENT MAINT SVCS	
EFT000000001166	3/27/2024	Raftelis Financial Consultant	14,583.77	WW RATE STUDY, WATER RATE STUDY	Yes
EFT000000001167	3/27/2024	CDW Government Inc	4,323.20	Barracuda to 365 migration	Yes
EFT000000001168	3/27/2024	Nossaman LLP	27,941.57	1/24 LEGALS\$19,407.62, 2/24 LEGAL \$1,617.30, LOBBYING \$6,750, AND \$166.65 LITIGATION	Yes
EFT000000001169	3/27/2024	NBS	11,371.05	4/24-6/24 96-1 ADMIN FEES	
EFT000000001170	3/27/2024	Insight Public Sector, Inc.	10,941.99	Microsoft Office 365 Advanced Threat Protection	Yes
EFT000000001171	3/27/2024	Valley Construction Management	19,235.00	Construction Management Services for the Recycled Water Project (23AGR055)	Yes
EFT000000001172	3/27/2024	Water for People	67.00	WTRPL 3/28/2024	
Total			<u>1,265,446.56</u>		

Olivenhain Municipal Water District
Monthly Directors Fee and Reimbursed Expenses for Directors and Staff
March 2024

<u>Name</u>	<u>Payment Date</u>	<u>Check#/ Credit Card</u>	<u>Meals & Lodging</u>	<u>Travel & Transport</u>	<u>Other</u>	<u>Total Reimbursed Expenses</u>	<u>Directors Fee*</u>
Director Guerin			0.00	0.00	0.00	0.00	750.00
			0.00	0.00	0.00	0.00	750.00
Director Hahn			0.00	0.00	0.00	0.00	300.00
			0.00	0.00	0.00	0.00	300.00
Director Meyers			0.00	0.00	0.00	0.00	450.00
			0.00	0.00	0.00	0.00	450.00
Director San Antonio			0.00	0.00	0.00	0.00	300.00
			0.00	0.00	0.00	0.00	300.00
Director Watt			0.00	0.00	0.00	0.00	600.00
			0.00	0.00	0.00	0.00	600.00
General Manager Thorner			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	
Human Resources Manager Joslin			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	
Finance Manager Selamat			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	
Operations Manager Bartlett-May			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	
Engineering Manager Stephenson			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	
Assistant General Manager Randall			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	
Customer Service Manager Carnegie			0.00	0.00	0.00	0.00	
			0.00	0.00	0.00	0.00	

*Includes February and March Per Diems.

Notes:

- (1) Reviewed and discussed with the Finance Committee (02/05/18).
- (2) Reimbursement of expenses are in compliance with Article 19 of the District's Administrative and Ethics Code.
- (3) Travel and other expenses charged to District's credit cards and paid by the District are recorded and maintained separately.

Olivenhain Municipal Water District
MONTHLY CASH AND INVESTMENT SUMMARY
As of February 29, 2024

Active Deposits

	Book Value
Checking Accounts	\$ 3,149,554
Cash Restricted for Specific Use	1,939,642
Petty Cash/Disaster Preparedness	1,496
Total Active Deposits	\$ 5,090,692

Deposits Not Covered by Investment Policy

Cash with Fiscal Agents	1,961,624
-------------------------	-----------

Investments	Face Value	Market Value	Current Yield	
LAIF	\$ 7,560,897	7,512,077	4.12%	\$ 7,560,897
CAMP - US Bank	24,320,764	24,320,764	5.50%	24,320,764
Money Market Funds	4,700,095	4,700,095	4.82%	4,700,095
Municipal Bonds	1,000,000	1,002,900	4.99%	1,216,760
U.S. Treasury Securities	22,600,000	22,309,743	5.00%	22,322,100
U.S. Agency Securities	27,475,000	25,799,468	0.72%	27,472,000
Total Investments	\$ 87,656,756	\$ 85,645,047	3.77%	\$ 87,592,616

Total - All Deposits/Investments

\$ 94,644,932

Maturity Analysis of Investments

	Percent	Balance
Demand Deposits	41.8%	\$ 36,581,756
Maturity within the next two months	13.2%	11,544,567
Maturity within three months and one year	19.7%	17,239,848
Maturity beyond one year	25.4%	22,226,444
Total Investments	100.0%	\$ 87,592,616

Weighted Average Days to Maturity

223

Other Required Disclosures:

Accrued interest receivable as of 02/29/2024 \$ 213,626

The above investments are in accordance with the portfolio limitations in the Investment Policy approved by the Board in December 2023.

The District has sufficient funds on hand to meet the next 60 days' obligations.

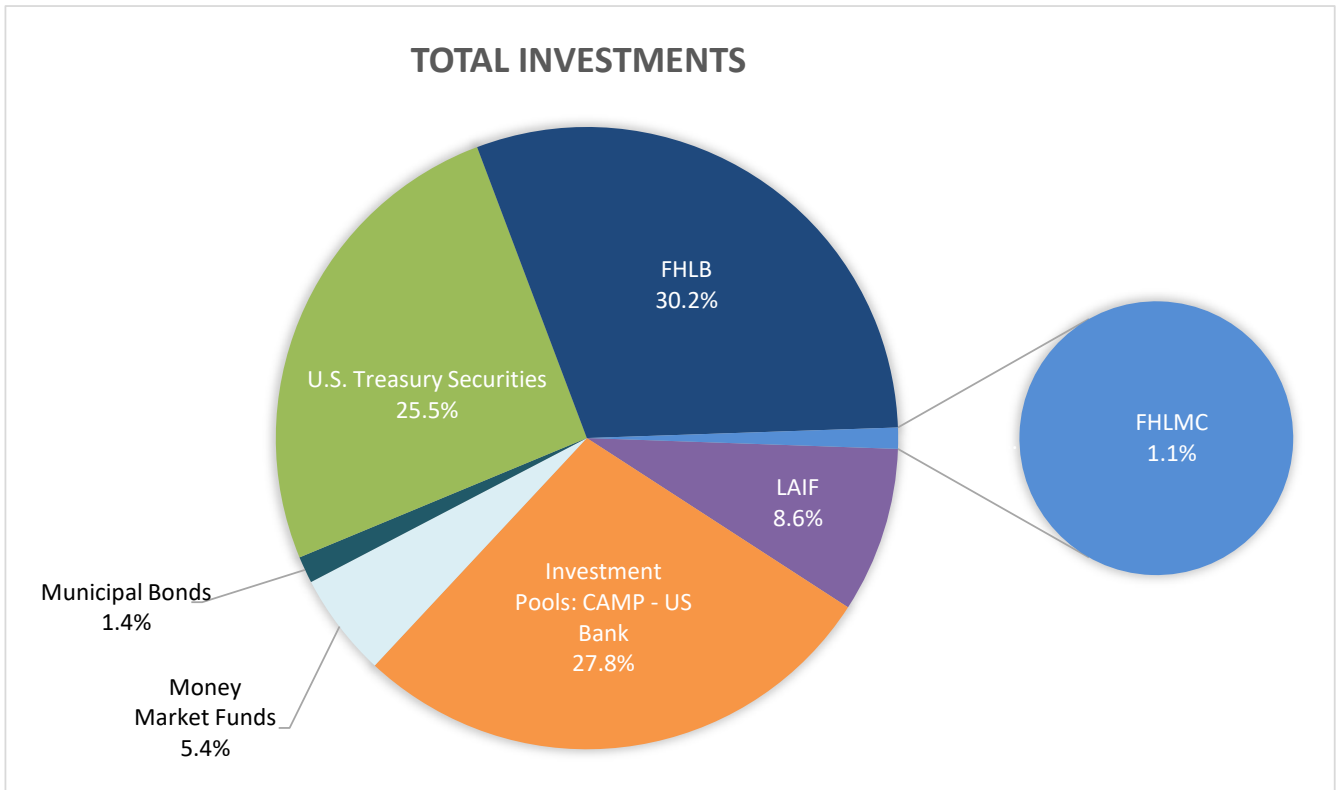
Olivenhain Municipal Water District
PORTFOLIO LIMITATIONS ANALYSIS PER INVESTMENT POLICY
February 29, 2024

	Book Value	Percent	Permitted Percent	In Compliance?
LAIF	\$ 7,560,897	8.6%	50.0%	(1) Yes
Investment Pools: CAMP - US Bank	24,320,764	27.8%	30.0%	Yes
Money Market Funds	4,700,095	5.4%	20.0%	(2) Yes
Municipal Bonds	1,216,760	1.4%	30.0%	Yes
U.S. Treasury Securities	22,322,100	25.5%	100.0%	(3) Yes
U.S. Agency Securities	27,472,000	31.3%	50.0%	Yes
<i>FHLB</i>	<i>Federal Home Loan Bank</i>	<i>26,472,000</i>	<i>30.2%</i>	
<i>FHLMC</i>	<i>Freddie Mac</i>	<i>1,000,000</i>	<i>1.1%</i>	

Total Investments **\$ 87,592,616** **100%**

Note:

- (1) No more than 50% of the total value of all District Investments or \$40 million.
- (2) May not exceed 5% in any money market fund.
- (3) No limit.



* Total may not add up to 100% due to rounding.

**Olivenhain Municipal Water District
MONTHLY INVESTMENTS DETAIL
February 29, 2024**

ACTIVE DEPOSIT

	Book Value
Checking A/C: California Bank and Trust for General Purpose	3,149,554
California Bank and Trust for Specific Purpose	137,031
CAMP 2021A Bond	1,802,611
Petty Cash/Disaster Preparedness	1,496
Total - Active Deposits	5,090,692

DEPOSITS NOT COVERED BY INVESTMENT POLICY

Cash with Fiscal Agents:

Union Bank - RAD 96-1 Refunding Bond	856,685
Union Bank - 2015A Refunding Bond	12,202
SRF Loan	1,079,294
Union Bank - 2016A Refunding Bond	8,372
Union Bank - 2021A WW Revenue Bond	1,655
Union Bank - 2021B Refunding Bond	3,416

Total Deposits Not Covered by Investment Policy

1,961,624

	RATING		DATE				Weighted Average Days to Maturity	Stated Coupon	Current Yield	Market Value	Face Value	Book Value
	Moody's	S&P	Purchase	Maturity	Next Call	Next S-U						

INVESTMENTS

Invest. Pools: US Bank Calif. Asset Mgmt Prgm (CAMP)								5.50%	\$ 24,320,764	\$ 24,320,764	\$ 24,320,764
State Local Agency Investment Fund (LAIF)								4.12%	7,512,077	7,560,897	7,560,897
First American Government 31846V567								5.19%	681,589	681,589	681,589
CB&T Money Market Account								4.76%	4,018,506	4,018,506	4,018,506

U.S. Treasury Notes/Bills

912797GX9	U.S. Treasury Bills	Aaa	-	12/14/23	03/14/24			15	5.32%	5.33%	1,996,200	2,000,000	1,974,464
912797JJ7	U.S. Treasury Bills	Aaa	-	11/29/23	03/19/24			20	5.34%	5.35%	997,350	1,000,000	984,070
912797LL9	U.S. Treasury Bills	Aaa	-	12/21/24	03/21/24			22	5.31%	5.33%	1,994,120	2,000,000	1,973,934
912797GZ4	U.S. Treasury Bills	Aaa	-	01/04/24	04/04/24			36	5.30%	5.33%	1,194,012	1,200,000	1,184,385
912797HF7	U.S. Treasury Bills	Aaa	-	01/11/24	04/11/24			43	5.32%	5.35%	3,478,965	3,500,000	3,454,334
912797JP3	U.S. Treasury Bills	Aaa	-	01/19/24	04/23/24			55	5.32%	5.36%	992,220	1,000,000	986,354
912797HG5	U.S. Treasury Bills	Aaa	-	01/25/24	04/25/24			57	5.29%	5.33%	991,930	1,000,000	987,025
912797HH3	U.S. Treasury Bills	Aaa	-	02/08/24	05/02/24			64	5.30%	5.35%	990,920	1,000,000	988,115
912797HQ3	U.S. Treasury Bills	Aaa	-	02/13/24	05/09/24			71	5.32%	5.38%	989,930	1,000,000	987,648
912797JX6	U.S. Treasury Bills	Aaa	-	02/21/24	05/21/24			83	5.31%	5.37%	988,230	1,000,000	987,123
912797HR1	U.S. Treasury Bills	Aaa	-	02/23/24	05/23/24			85	5.32%	5.39%	3,210,740	3,250,000	3,208,913
912797KC0	U.S. Treasury Bills	Aaa	-	02/29/24	08/22/24			176	5.29%	5.43%	2,584,466	2,650,000	2,584,572
91282CBQ3	U.S. Treasury Notes	Aaa	-	03/09/21	09/30/24			215	0.50%	0.54%	921,950	1,000,000	984,478
91282BYH7	U.S. Treasury Notes	Aaa	-	03/09/21	02/28/26			731	1.50%	1.53%	978,710	1,000,000	1,036,684
								84	4.93%	5.00%	\$ 22,309,743	\$ 22,600,000	\$ 22,322,100

U.S. Agency Securities

3130AMMV1	FHLB Callable	Aaa	AA+	06/03/21	06/03/24	03/03/24		96	4	0.40%	0.41%	493,565	500,000	500,000
3130ALHM9	FHLB Callable	Aaa	AA+	03/10/21	06/10/24	03/10/24		103	11	0.30%	0.30%	986,180	1,000,000	999,000
3130ANTP5	FHLB Callable	Aaa	AA+	09/16/21	09/16/24	03/16/24		201	17	0.50%	0.51%	974,790	1,000,000	1,000,000
3130ANSP6	FHLB Callable	Aaa	AA+	09/17/21	10/17/24	03/17/24		232	18	0.50%	0.51%	970,890	1,000,000	1,000,000
3130AKEW2	FHLB Callable	Aaa	AA+	11/04/20	11/04/24	Anytime		250	1	0.43%	0.44%	1,936,660	2,000,000	2,000,000
3130ANGN4	FHLB Step-up Callable	Aaa	AA+	08/18/21	02/18/25	05/18/24	08/18/24	356	80	1.00%	1.04%	963,870	1,000,000	1,000,000
3130AMKE1	FHLB Callable	Aaa	AA+	05/27/21	02/27/25	05/27/24		365	89	0.66%	0.69%	956,040	1,000,000	1,000,000
3134GWAQ9	FHLB Callable	Aaa	AA+	07/28/20	07/28/25	07/28/24		516	151	0.65%	0.69%	943,230	1,000,000	1,000,000
3130AKGX8	FHLB Step-up Callable	Aaa	AA+	12/15/20	12/15/25	03/15/24	06/15/24	656	16	0.75%	0.79%	1,889,800	2,000,000	2,000,000
3130AKMD5	FHLB Callable	Aaa	AA+	01/26/21	01/26/26	04/26/24		698	58	0.50%	0.54%	923,220	1,000,000	999,500
3130AKU53	FHLB Callable	Aaa	AA+	01/28/21	01/28/26	04/28/24		700	60	0.52%	0.56%	923,400	1,000,000	1,000,000
3130AKN69	FHLB Callable	Aaa	AA+	01/28/21	01/28/26	01/28/25		700	335	0.50%	0.54%	923,030	1,000,000	1,000,000
3130AKVN3	FHLB Callable	Aaa	AA+	01/29/21	01/29/26	04/29/24		701	61	0.52%	0.56%	923,310	1,000,000	1,000,000
3130AKWK8	FHLB Callable	Aaa	AA+	02/12/21	02/12/26	05/12/24		715	74	0.51%	0.55%	921,500	1,000,000	1,000,000
3130AKX43	FHLB Step-up Callable	Aaa	AA+	02/24/21	02/24/26	05/24/24	None	727	86	0.70%	0.76%	1,847,280	2,000,000	2,000,000
3130AL7M0	FHLB Callable	Aaa	AA+	02/24/21	02/24/26	05/24/24		727	86	0.63%	0.68%	922,590	1,000,000	1,000,000
3130AKYR1	FHLB Callable	Aaa	AA+	02/25/21	02/25/26	02/25/25		728	363	0.55%	0.60%	921,100	1,000,000	1,000,000
3130AL6K5	FHLB Callable	Aaa	AA+	02/25/21	02/25/26	02/25/25		728	363	0.58%	0.63%	921,660	1,000,000	1,000,000
3130ALD76	FHLB Callable	Aaa	AA+	02/25/21	02/25/26	05/25/24		728	87	0.70%	0.76%	923,910	1,000,000	1,000,000
3130ALCW2	FHLB Callable	Aaa	AA+	02/25/21	02/25/26	02/25/25		728	363	0.63%	0.68%	922,500	1,000,000	998,500
3130ALGJ7	FHLB Callable	Aaa	AA+	03/23/21	03/23/26	03/23/24		754	24	1.00%	1.08%	905,083	975,000	975,000
3130ALPQ1	FHLB Step-up Callable	Aaa	AA+	03/30/21	03/30/26	03/30/24	03/30/24	761	31	1.00%	1.06%	940,200	1,000,000	1,000,000
3130ALVC5	FHLB Step-up Callable	Aaa	AA+	04/14/21	04/14/26	04/14/24	04/14/24	776	46	1.00%	1.07%	938,550	1,000,000	1,000,000
3130APAY1	FHLB Callable	Aaa	AA+	10/21/21	10/21/26	04/21/24		966	53	1.10%	1.21%	910,470	1,000,000	1,000,000
3130APL78	FHLB Callable	Aaa	AA+	10/28/21	10/28/26	04/28/24		973	60	1.38%	1.50%	916,640	1,000,000	1,000,000
								599	96	0.68%	0.72%	\$ 25,799,468	\$ 27,475,000	\$ 27,472,000

Municipal Bonds

882724RA7	TEXAS ST PUB FIN AUTH	Aaa	AAA	10/30/20	10/01/25			581		5.00%	4.99%	1,002,900	1,000,000	1,216,760
								26		5.00%	4.99%	\$ 1,002,900	\$ 1,000,000	\$ 1,216,760

Total Investments

223 **3.68%** **3.77%** **\$ 85,645,047** **\$ 87,656,756** **\$ 87,592,616**

TOTAL - ALL DEPOSITS AND INVESTMENTS

\$ 94,644,932

**Olivenhain Municipal Water District
INVESTMENTS TRANSACTION
February 29, 2024**

PURCHASED

DATE				Investment Description	Stated	Current	Face Value	Book Value
Purchase	Maturity	Call	Step-Up		Coupon	Yield		
02/08/24	05/02/24			U.S. Treasury Bills	5.304%	5.353%	1,000,000	988,115
02/13/24	05/09/24			U.S. Treasury Bills	5.322%	5.376%	1,000,000	987,648
02/21/24	05/21/24			U.S. Treasury Bills	5.305%	5.368%	1,000,000	987,123
02/23/24	05/23/24			U.S. Treasury Bills	5.323%	5.388%	3,250,000	3,208,913
02/29/24	08/22/24			U.S. Treasury Bills	5.294%	5.428%	2,650,000	2,584,572

MATURED / REDEEMED / CALLED

DATE				Investment Description	Stated	Current	Face Value	Book Value
Redemption	Maturity	Call	Step-Up		Coupon	Yield		
02/09/24	02/09/24			FNMA Callable	5.125%	5.125%	1,000,000	1,000,000
02/13/24	02/13/24			U.S. Treasury Bills	5.370%	5.379%	1,000,000	986,110
02/20/24	02/20/24			U.S. Treasury Bills	5.340%	5.355%	1,200,000	1,183,424
02/23/24	02/23/24	02/23/24		FHLB Callable	3.000%	3.004%	1,000,000	1,000,000
02/26/24	02/26/24	02/26/24		FNMA Callable	0.400%	0.401%	1,250,000	1,250,000
02/26/24	02/26/24	Anytime		FHLB Callable	0.220%	0.221%	1,000,000	1,000,000
02/29/24	02/29/24			U.S. Treasury Bills	5.335%	5.357%	2,650,000	2,615,310

Olivenhain Municipal Water District
UNAUDITED CASH POSITION BY FUNDING SOURCES
As of February 29, 2024

<u>Water Funds (Potable & Recycled)</u>		<u>Balance</u>
10050-100	Cash - Petty Cash Fund	1,496
10010-100	Cash - Operating Fund	17,827,281
10030-100	Cash - Capital and Equipment Fund	38,286,152
10040-100	Cash - Rate Stabilization Fund	11,765,820
10080-100	Cash - Pension Stabilization Fund	669,719
10060-100	Cash - Deposit Work for Other	105,677
14000-500	Restricted Cash - Capacity Fee Fund	6,376,393
Total Water Funds (Potable & Recycled)		<u>75,032,538</u>
<u>Wastewater Funds</u>		
10010-110	Wastewater - Operating Fund	3,821,186
10030-110	Wastewater - Capital Replacement Fund	9,104,895
10040-110	Wastewater - Rate Stabilization Fund	2,725,055
10080-110	Cash - Pension Stabilization Fund	59,991
Total Wastewater Funds		<u>15,711,128</u>
<u>Non Fiscal Agent Debt Service Cash</u>		
14020-570	Cash non-agent - RAD 96-1	125,830
10070-561	Cash non-agent - Bond 2015A	621
10070-581	Cash non-agent - Bond 2016A	10,580
14020-521	Cash non-agent - Bond 2021A	1,802,611
Total Non Fiscal Agent Debt Service Cash		<u>1,939,642</u>
<u>Debt Service Funds</u>		
14030-510	SRF Loan - Fiscal Agent	1,079,294
14105-570	Redemption fund - RAD 96-1	806,110
14110-570	Reserve fund - RAD 96-1	50,576
14100-561	Redemption fund - Bond 2015A	12,202
14100-581	Redemption fund - Bond 2016A	8,372
14100-521	Redemption fund - Bond 2021A	1,655
14100-522	Redemption fund - Bond 2021B	3,416
Total Debt Service Funds		<u>1,961,624</u>
 TOTAL FUND BALANCES		 <u><u>94,644,932</u></u>

Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Rainy K. Selamat, Finance Manager
Via: Kimberly Thorner, General Manager
Subject: **CONSIDER ADOPTION OF A MOTION APPROVING THE DISTRICT'S CONSOLIDATED STATEMENT OF NET POSITION, CONSOLIDATED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION, CONSOLIDATED STATEMENT OF CASH FLOWS, CONSOLIDATED ACTUAL VS BUDGET SUMMARY, AND CONSTRUCTION IN PROGRESS REPORTS**

The following unaudited monthly financial reports are enclosed for review and approval by the Board of Directors:

- February 2024 Monthly Statement of Net Position Report.
- February 2024 Statement of Revenues, Expenses, and Changes in Net Position Report.
- February 2024 Consolidated Statement of Cash Flows.
- February 2024 Monthly Consolidated Actual VS Budget Summary and explanation of significant variance report.
- February 2024 Construction In Progress Report.

OLIVENHAIN MUNICIPAL WATER DISTRICT
Statement of Net Position (Unaudited)
All Funds
2/29/2024

Assets

Current assets:

Unrestricted assets:

Cash and cash equivalents	\$81,677,613
Accounts receivable - water and sewer, net	4,394,796
Interest Receivable	213,626
Taxes receivable	210,021
Other receivables	242,122
Lease receivable	403,389
Inventories	1,749,625
Prepaid expenses and deposits	1,195,188
Total unrestricted assets	<u>90,086,379</u>

Restricted assets:

Cash and cash equivalents	10,011,521
Assesments receivable	48,347
Grants receivable	814,054
Total restricted assets	<u>10,873,921</u>

Total current assets 100,960,300

Noncurrent assets:

Capital assets, nondepreciable	49,641,470
Capital assets, depreciable/amortizable, net	<u>326,629,086</u>
Capital assets, net	376,270,556
Prepaid bond insurance	14,884
Lease receivable	<u>9,355,778</u>
Total noncurrent assets	<u>385,641,218</u>
Total assets	<u>486,601,519</u>

Deferred Outflows of Resources

Deferred amount on refunding	(763,938)
Deferred amount from pension	<u>(7,296,286)</u>
Total deferred outflows of resources	<u>(8,060,224)</u>

Liabilities

Current Liabilities

Liabilities payable from unrestricted assets:

Accounts payable	4,521,504
Accrued payroll	204,476
Customer deposits	399,173
Payable related to work in progress	95,795
Compensated absences, current portion	961,315
Current portion of long-term debt:	
Wastewater Revenue Bonds 2021A	211,680
Wastewater Refunding Revenue Bonds 2021B	575,630
Water Revenue Refunding Bonds 2016A	585,000
Water Revenue Refunding Bonds 2015A	1,935,000
Special Assessment Debt with Government Commi...	892,931
Notes Payable	846,161
Subscription Liability	67,952
Total liabilities payable from unrestricted assets	<u>11,296,617</u>

Liabilities payable from restricted assets:

Accounts payable	19,158
Interest payable	<u>407,151</u>
Total liabilities payable from restricted assets	<u>426,309</u>
Total current liabilities	<u>11,722,926</u>

Noncurrent liabilities

Compensated absences	1,147,006
Net pension liability	16,832,760
Long-term debt, excluding current portion:	
Wastewater Revenue Bonds 2021A	4,377,480
Wastewater Refunding Revenue Bonds 2021B	2,368,430
Water Revenue Refunding Bonds 2016A	12,396,603
Water Revenue Refunding Bonds 2015A	9,325,690
Special Assessment Debt with Government Commi...	2,797,851
Notes Payable	9,083,311
Subscription Liability	<u>47,800</u>

OLIVENHAIN MUNICIPAL WATER DISTRICT
Statement of Net Position (Unaudited)

All Funds

2/29/2024

Total noncurrent liabilities	58,376,932
Total liabilities	<u>70,099,858</u>

Deferred Inflows of Resources

Deferred amounts on pension	720,171
Deferred amounts on leases	8,953,346

Total deferred inflows of resources	<u>9,673,517</u>
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Net Position

Investment in Capital Assets, net of related debt	333,325,586
Restricted Net Position	8,645,001
Unrestricted Net Position	<u>72,917,780</u>
Total Net Position	<u><u>414,888,367</u></u>

OLIVENHAIN MUNICIPAL WATER DISTRICT
Statement of Revenues, Expenses and Changes in Net Position (Unaudited)
All Funds
For the Eight Months Ending 2/29/2024

	2024
Operating Revenues:	
Water Sales	\$37,254,145
Sewer Charges	3,108,591
Other Water Operating revenues	746,223
Total Operating Revenues	41,108,959
Operating Expenses	
Cost of Purchased Water Sold	20,130,887
Pumping and Water Treatment	3,596,632
Transmission and Distribution	3,153,202
Sewer Collection and Treatment	1,239,090
Elfin Forest Recreation Operations	319,445
Facilities Maintenance	876,049
Customer Service	1,489,563
General and Administrative	5,426,055
Depreciation and Amortization	6,369,840
Total Operating Expenses	42,600,762
Operating Income (Loss)	(1,491,803)
Nonoperating Revenues (Expenses)	
Investment income	1,984,846
Property taxes	2,880,245
Capacity charges	134,409
Benefit assessments	634,448
Other nonoperating revenues	597,495
Interest expense, net	(816,551)
Other nonoperating expenses	(390,640)
Total nonoperating revenues (expenses)	5,024,251
Income before capital contributions	3,532,448
Capital contributions	122,797
Change in net position	3,655,245
Net Position, Beginning of year	411,233,123
Net Position, End of year	414,888,367

OLIVENHAIN MUNICIPAL WATER DISTRICT
CONSOLIDATED STATEMENT OF CASH FLOWS (UNAUDITED)
AS OF FEBRUARY 29, 2024

CASH FLOWS FROM OPERATING ACTIVITIES:

Receipts from water and sewer customers	\$	45,233,333
Payments for water		(21,857,692)
Payments for services and supplies		(7,536,723)
Payments for employee wages, benefits and related costs		(11,232,091)
Net cash provided by operating activities		4,606,828

CASH FLOWS FROM NONCAPITAL AND RELATED FINANCING ACTIVITIES:

Property taxes and benefit assessments received		3,519,552
Net cash provided by noncapital and related financing activities		3,519,552

CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES:

Acquisition and construction of capital assets		(7,802,456)
Proceeds from Grants		1,264,734
Principal paid on long-term debt		(1,515,002)
Interest paid on long-term debt		(565,420)
Capacity charges received		134,409
Other capital financing receipts (expenses)		303,142
Net cash used by capital and related financing activities		(8,180,593)

CASH FLOWS FROM INVESTING ACTIVITIES:

Investment income received		2,108,747
Net cash provided (used) by investing activities		2,108,747

Net increase (decrease) in cash and cash equivalents		2,054,534
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Cash and cash equivalents, beginning of year		53,421,745
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Cash and cash equivalents, end of period	\$	55,476,279
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FINANCIAL STATEMENT PRESENTATION:

Cash and cash equivalents - current assets		48,226,159
Cash and cash equivalents - restricted assets		7,250,120
Total cash and cash equivalents	\$	55,476,279

CASH AND CASH EQUIVALENTS RECONCILIATION			
		Balance Includes Mkt Securities	Without Mkt Securities
Unrestricted cash	2/29/2024	81,677,613	48,226,159
Restricted cash	2/29/2024	10,011,521	7,250,120
Total cash and cash equivalents			55,476,279

OLIVENHAIN MUNICIPAL WATER DISTRICT
Consolidated Actual vs Budget Summary
For the Eight Months Ending 2/29/2024

	Approved Budget	Actual YTD	Budget YTD	Variance Amt	Variance %	Notes
Operating Revenues						
Commodity Water Sales	\$45,715,000.00	\$26,209,838.20	\$30,251,900.00	(\$4,042,061.80)	(13.4%)	1
Water Fees and Services	18,651,000.00	11,790,529.48	12,438,800.00	(648,270.52)	(5.2%)	2
Sewer Revenue	5,390,000.00	3,108,591.16	3,189,700.00	(81,108.84)	(2.5%)	
Total Operating Revenues	69,756,000.00	41,108,958.84	45,880,400.00	(4,771,441.16)	(10.4%)	
Operating Expenses						
Purchased Water - Variable	24,514,000.00	14,345,717.30	17,368,640.00	3,022,922.70	17.4%	1
Purchased Water - Fixed	8,731,000.00	5,785,170.00	5,762,900.00	(22,270.00)	(0.4%)	
General Manager Dept	2,102,000.00	1,400,840.10	1,401,680.00	839.90	0.1%	3
Engineering Dept	2,497,000.00	1,573,285.75	1,664,240.00	90,954.25	5.5%	3
Finance Dept	1,713,000.00	1,098,051.82	1,141,600.00	43,548.18	3.8%	3
Customer Service Dept	3,104,000.00	1,807,892.78	2,070,608.00	262,715.22	12.7%	3
Human Resources Dept	860,300.00	546,300.51	574,064.00	27,763.49	4.8%	3
Water Operations and Maintenance Dept	12,339,000.00	8,212,336.45	8,272,312.00	59,975.55	0.7%	3
Parks Dept	451,000.00	348,388.75	301,888.00	(46,500.75)	(15.4%)	3
Other Operating Expenses	50,000.00		33,600.00	33,600.00	100.0%	
Sewer Operations and Maintenance Dept	3,269,000.00	2,015,804.66	2,179,064.00	163,259.34	7.5%	3
Recycled Water Operations Dept	1,293,000.00	712,836.97	862,080.00	149,243.03	17.3%	3
Paygo Transfers						
Water Operations	5,400,000.00	3,600,000.00	3,600,000.00		0.0%	
Sanitation Operations	1,100,000.00	736,000.00	736,000.00		0.0%	
Recycled Operations	2,200,000.00	1,464,000.00	1,464,000.00		0.0%	
Capitalized Operations Expenditures	(1,619,000.00)	(1,045,862.84)	(1,082,160.00)	(36,297.16)	3.4%	4
Total Operating Expenses	68,004,300.00	42,600,762.25	46,350,516.00	3,749,753.75	8.1%	
Net Operating Income (Loss)	1,751,700.00	(1,491,803.41)	(470,116.00)	(1,021,687.41)		
Nonoperating Revenues						
Water Funds	6,571,200.00	4,707,239.67	3,459,560.00	1,247,679.67	36.1%	5
Debt Service Funds	1,044,000.00	757,050.72	650,740.00	106,310.72	16.3%	5
Sewer Funds	29,000.00	128,003.22	19,200.00	108,803.22	566.7%	5
Recycled Water Funds	225,000.00	158,834.42	150,240.00	8,594.42	5.7%	
Total Nonoperating Revenue	7,869,200.00	5,751,128.03	4,279,740.00	1,471,388.03	34.4%	
Nonoperating Expense						
Capacity Fee Funds	30,000.00	18,133.30	19,840.00	1,706.70	8.6%	
Debt Service Funds	1,400,000.00	875,600.29	934,800.00	59,199.71	6.3%	6
Potable Water Funds	493,000.00	313,457.80	328,400.00	14,942.20	4.6%	
Total Nonoperating Expense	1,923,000.00	1,207,191.39	1,283,040.00	75,848.61	5.9%	
Inc before Cap Fees and Capital Contributions	7,697,900.00	3,052,133.23	2,526,584.00	525,549.23		
Capacity Fee Funds	798,000.00	480,314.49				
Capital contributions	2,429,000.00	122,796.98				
Change in Net Position		3,655,244.70				

OLIVENHAIN MUNICIPAL WATER DISTRICT
Actual vs Budget Variance
For the Eight Months Ending 2/29/2024

1. Water Sales revenue was lower than Budget YTD by approximately \$4.0 million resulting in an unfavorable variance of 13.4%. The negative variance is primarily due to lower water consumption than budgeted. Consumption has remained lower than expected coming out of a particularly wet season this past winter which has continued into this current winter with El Niño weather conditions. Consequently, purchased water variable expenses were also lower than the Budget YTD for a favorable variance of \$3.0 million or 17.4%.
2. Water Fees and Services revenue were lower than Budget YTD primarily due the amount of water treatment services provided to Vallecitos Water District (VWD) being lower than anticipated in the budget. Water supply from the District's treatment plant was limited in July and August due to water quality issues from San Diego County Water Authority which reduced the amount of water being supplied to VWD.
3. Actual departmental expenses varied from the Budget YTD amounts due to the timing of actual operating expenses. The Budget YTD amounts assume expenditures are incurred evenly throughout the year. Parks actual departmental expenses exceed Budget YTD due to an increase in their allocation of support costs from other departments based on the most recent cost allocation plan. The Parks actual expenses also includes \$25,000 in trail maintenance costs for which the District received grant funding for 100% of the cost.
4. Actual Capitalized Operating Expenses were lower than the Budget YTD amount due to the timing of capitalized labor spent on District projects. The Budget YTD amount assumes expenditures are incurred evenly throughout the year.
5. Actual Non-operating Revenues – Water Funds, Debt Service Funds, and Sewer Funds were greater than Budget YTD for a positive variance due to higher interest income earned on investments from increased yields on short-term investments and the timing of property tax revenues received from the County. Additionally, the Water Fund also includes revenue from the sale of fixed assets from the auction that took place in October.
6. Actual Non-operating Expenses - Debt Service Funds were lower than the Budget YTD amount for a positive variance because amortization of the issuance premium is not included in the 2015A Bonds interest expense.

Construction Work In Progress Report as of 2/29/2024

Project Name	Budget	Appropriation to Date	Expenditures & Encumbrance	(Over) / Under
Replace Neighborhood 1 SPS	\$8,132,000	\$8,132,000	\$7,886,966	\$245,034
San Dieguito Desalination	\$42,837,000	\$6,662,000	\$6,242,960	\$419,040
HOA Pipeline Ext - CB, VP, SH	\$4,145,000	\$4,145,000	\$3,580,713	\$564,287
DCMWTP 4th Stage Centrifuge	\$3,340,000	\$3,340,000	\$2,888,395	\$451,605
RSFe Rd Unit A North PL	\$2,094,000	\$2,094,000	\$1,574,053	\$519,947
District-Wide PLC replacements	\$1,466,000	\$1,466,000	\$205,420	\$1,260,580
District-Wide PLC Repl (WW)	\$1,456,000	\$1,456,000	\$195,729	\$1,260,271
Replace Valves	\$8,856,000	\$1,106,000	\$195,201	\$910,799
Replace Pipelines	\$8,983,000	\$965,000	\$249,813	\$715,187
Village Park PRS	\$960,000	\$960,000	\$141,467	\$818,533
Gardendale PRS	\$960,000	\$960,000	\$129,774	\$830,226
Replace DCMWTP Membranes	\$8,970,000	\$900,000	\$841,993	\$58,007
Fixed Base AMI	\$2,416,000	\$739,000	\$502,472	\$236,528
DCMWTP Condition Assessment	\$690,000	\$690,000	\$685,420	\$4,580
Replace Headworks Manual Sys	\$3,160,000	\$619,000	\$453,829	\$165,171
Gaty II Safety Improvements	\$590,000	\$590,000	\$109,344	\$480,656
Pot & Recycled Master Plan	\$583,000	\$583,000	\$499,641	\$83,359
Units B & K Rehabilitation	\$2,095,000	\$562,000	\$235,080	\$326,920
Parking & Access Improvements	\$575,000	\$556,200	\$556,690	(\$490) 1
Hydropower Turbine Refurb	\$850,000	\$450,000	\$413,247	\$36,753
Replace Potable Meters	\$4,921,000	\$415,000	\$306,683	\$108,317
Residuals Handling Bldg Canopy	\$400,500	\$400,500	\$51,453	\$349,047
Steel Mains Protection	\$3,455,000	\$393,000	\$362,675	\$30,325
Ext. 153 Flow Meter	\$385,000	\$285,000	\$119,147	\$165,853
District-Wide Scada Upgrades	\$256,000	\$256,000	\$242,121	\$13,879
Raw Water Equalizer Tank Rehab	\$250,000	\$250,000	\$2,712	\$247,288
DCMWTP 2nd Stage Memb. Train	\$807,500	\$232,500	\$132,994	\$99,506
Palms I and II Reservoirs	\$1,307,000	\$223,000	\$74,213	\$148,787
EFRR Parking Lot Repair	\$990,000	\$218,000	\$91,353	\$126,647
4SWRF Digester Blower Replmnt	\$200,000	\$200,000	\$207,677	(\$7,677) 2
Replace WW Pumps/ Motors/Equip	\$2,024,000	\$175,000	\$168,590	\$6,410
WW Master Plan	\$170,000	\$170,000	\$174,111	(\$4,111) 3
Collection System SPS Rehab	\$912,000	\$169,000	\$168,916	\$84
Rancho La Cima/Aliso Canyon PL	\$300,000	\$165,000	\$63,255	\$101,745
Cielo SPS Flow Meters	\$413,000	\$163,000	\$144,471	\$18,529
Replace Meter Anodes	\$1,754,000	\$152,000	\$28,873	\$123,127
Manchester Recyc PL Exten.	\$5,225,000	\$150,000	\$97,505	\$52,495
District-Wide Facility Securit	\$240,000	\$150,000	\$74,596	\$75,404
Golem 14" Pipeln Cond. Assess.	\$150,000	\$150,000	\$17,085	\$132,915
Fleet Electrification Plan	\$150,000	\$150,000	\$27,783	\$122,217
Wanket RW Reservoir Rehab	\$150,000	\$150,000	\$12,981	\$137,019
Encinitas Blvd Insp. & Repair	\$682,000	\$145,000	\$2,992	\$142,008
Chlorine Gen Rm Lining Rehab	\$145,000	\$145,000	\$20,822	\$124,178
Replace Pot. Pumps and Motors	\$1,022,000	\$123,000	\$50,854	\$72,146
Network Security	\$1,175,000	\$115,000	\$8,774	\$106,226
SWPPP Facility Improvements	\$107,100	\$107,100	\$108,650	(\$1,550) 1
Emergency Repair RSF Rd	\$105,000	\$105,000	\$67,211	\$37,789
Bob Topolovac Memorial Crtyrd	\$68,700	\$68,700	\$68,652	\$48
4S WRF Scada Upgrades	\$64,000	\$64,000	\$59,117	\$4,883
Recycled Conversions	\$719,000	\$62,000	\$20,525	\$41,475
Replace PRS Valves	\$602,600	\$52,000	-	\$52,000
Rancho Cielo Manhole Lining	\$586,000	\$50,000	-	\$50,000
CIS System Upgrade	\$305,000	\$38,500	\$2,269	\$36,231
Catalytic Converter Theft Prev	\$38,000	\$38,000	\$9,982	\$28,018
4S Physical Security Upgrades	\$210,000	\$30,000	\$525	\$29,475
Physical Security Upgrades	\$250,000	\$25,000	\$6,021	\$18,979
Replace Overflow Pond Strainer	\$231,000	\$25,000	\$12,665	\$12,335
4S System Manhole Lining	\$206,000	\$18,000	-	\$18,000
Meter Replacement, Recycled	\$241,000	\$18,000	\$6,578	\$11,422
Automotive Equipment Purchases (Small Cap)	\$581,000	\$581,000	\$518,258	\$62,742
Shop & Field Equipment Purchases (Small Cap)	\$87,500	\$87,500	\$3,175	\$84,325
Computer Hardware/Software Purchases (Small Cap)	\$46,000	\$46,000	\$45,076	\$924
Pot. Office Furniture/Equip.	\$35,000	\$35,000	\$18,915	\$16,085
Total:	\$135,124,900	\$43,571,000	\$31,188,460	\$12,382,540

1. Project is complete. Total cost came in slightly over budget but is within Manager approval limit.
2. Project is complete. The District filed an insurance claim for the digester blower fire and received \$97,944.67 in compensation from its insurance carrier. Project overage is due to \$4,200 in shipping costs not included in the quote and more staff time than anticipated to complete the work.
3. Project overage includes \$25,336 in encumbered funds for consulting services. Actual costs may come in less than budgeted. Overage is within Manager approval limit.

Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Teresa L. Chase, Administrative Analyst
Via: Kimberly A. Thorner, General Manager
Subject: **CONSIDER 2024 ANNUAL OBJECTIVES AND TIGER TEAM STATUS REPORT**

Purpose

The purpose of this agenda item is to provide the board with a status update on the 2024 annual objectives and stretch objectives for the period beginning January 1, 2024, as well as an update on the Tiger Team program.

Recommendation

This is an informational item; no action is required.

Alternative(s)

Not applicable.

Background

At the February 21 board meeting, 70 annual objectives and eight stretch objectives were approved for calendar year 2024. This is the first full status update presented to the board.

Fiscal Impact

There are no costs associated with this item.

Discussion

This report is presented to the Board of Directors to provide updates on staff's progress toward completion of the 2024 annual objectives and stretch objectives. The report also includes a status update on the Tiger Team program, which tracks funds saved or generated through grant funding, cost savings, and alternative revenue generation.

The next status update will be provided at the July 17, 2024 board meeting. The objectives featured herein are to be completed by December 31, 2024.

Attachments: Annual Objectives PowerPoint

2024 Annual Objectives

April 17, 2024

Board of Directors Meeting



2024 Annual Objectives

- A total of 70 objectives and eight stretch objectives were adopted for calendar year 2024

1. Providing safe, reliable, high-quality drinking water to each customer in a cost-effective manner.

Objective

1. Commence construction on the Unit A North Rancho Santa Fe Road Potable Water Pipeline Replacement Project pursuant to the recently completed condition assessment
2. Commence construction of two pressure reducing station replacements to minimize water loss and control replacement of aging infrastructure
3. Complete Train 5 membrane replacement at David C. McCollom Water Treatment Plant (DCMWTP)

Progress Toward Completion

1. 100% - Notice to Proceed issued to contractor
2. 25% - Staff preparing documents to issue Request for Bids
3. 40% - Replacement underway; all membranes have been removed

1. Providing safe, reliable, high-quality drinking water to each customer in a cost-effective manner.

Objective	Progress Toward Completion
4. Commence construction of Stage 4 upgrades, including second centrifuge, at DCMWTP	4. 100% - Notice to Proceed issued to contractor
5. Complete Phase 1A of systemwide programmable logic controller upgrades	5. 5% - Project kick-off meeting held on March 18
6. Complete Customer Side Lead Service Line Inventory and report results to State Water Resources Control Board's (SWRCB) Division of Drinking Water (DDW)	6. 50% - Completed physical inventory; formatting data to DDW standards; will submit to regulators after quality control process

1. Providing safe, reliable, high-quality drinking water to each customer in a cost-effective manner.

Objective

Progress Toward Completion

- 7. Enhance experience of in-house staff by completing the replacement of 25 valves in support of the Valve Replacement Project.
- 8. Outside of bird breeding season, complete maintenance of five impacted easements

- 7. 8% - Two valves have been replaced by in-house staff; six valves have been marked out for replacement in May
- 8. 60% - Completed maintenance of three impacted easements

1. Providing safe, reliable, high-quality drinking water to each customer in a cost-effective manner.

Objective

Progress Toward Completion

Stretch

Complete replacement of five additional valves beyond Objective 7

0% - Staff will review after achievement of Objective 7

Complete maintenance of three additional impacted easements beyond Objective 8

0% - Staff will review after achievement of Objective 8

2. Providing wastewater collection and treatment services in an environmentally responsible manner, and producing and supplying high-quality recycled water to irrigation customers in support of regional water conservation efforts.

Objective	Progress Toward Completion
<p>9. Complete construction at two of three sites for the Calle Barcelona, Village Park, and Summerhill recycled water pipelines</p>	<p>9. 10% - Contractor in mobilization phase</p>
<p>10. Complete construction on the Neighborhood 1 Sewer Pump Station Replacement Project</p>	<p>10. 75% - Construction underway</p>
<p>11. Make three new connections to the recycled water distribution system; provide to the board a comprehensive presentation on OMWD’s recycled water program, including current project status, grant funding, and plans for system expansion</p>	<p>11. 50% - Added two new connections in Encinitas (Medical Offices on El Camino Real and Belmont Village)</p>

2. Providing wastewater collection and treatment services in an environmentally responsible manner, and producing and supplying high-quality recycled water to irrigation customers in support of regional water conservation efforts.

Objective

Progress Toward Completion

- 12. Procure and install flow monitoring equipment in Rancho Cielo collection system to assist in inflow and infiltration detection
- 13. Complete design of headworks rehabilitation at 4S Ranch Water Reclamation Facility (4S WRF)
- 14. Complete district-wide supervisory control and data acquisition (SCADA) upgrades for distribution system and 4S WRF

- 12. 25% - Installed demonstration unit in the Rancho Cielo collection system; staff evaluating flow monitoring options
- 13. 75% - Nearing completion of final design
- 14. 30% - Anticipate completion of 4S WRF upgrades in late April

2. Providing wastewater collection and treatment services in an environmentally responsible manner, and producing and supplying high-quality recycled water to irrigation customers in support of regional water conservation efforts.

Objective

Progress Toward Completion

Stretch

Complete two additional meter connections to the recycled water distribution beyond Objective 11

0% - Staff will review after achievement of Objective 11

3. Operating Elfin Forest Recreational Reserve in the most cost-effective, safe, environmentally responsive, and service-oriented manner.

Objective	Progress Toward Completion
<p>15. Provide update to Elfin Forest Recreational Reserve Executive Committee on status of the EFRR overflow parking lot expansion project, including design, environmental process, and grant funding</p>	<p>15. 25% - Environmental process underway; design to commence once environmental work is complete; on track for presenting to EFRR Executive Committee in late summer</p>
<p>16. Revisit with EFRR Executive Committee the 2023 Nossaman memorandum on accessibility at EFRR; present results to full board</p>	<p>16. 25% - Nossaman accessibility memo on agenda for August EFRR Executive Committee meeting</p>

3. Operating Elfin Forest Recreational Reserve in the most cost-effective, safe, environmentally responsive, and service-oriented manner.

Objective	Progress Toward Completion
17. Continue education program for elementary schools in partnership with the Escondido Creek Conservancy, providing at least 2,000 students with in-person field trips to EFRR	17. 34% - 680 students have attended in-person field trips to EFRR
18. Utilize volunteer groups such as San Diego Mountain Biking Association and EFRR trail patrol for two trail maintenance/repair projects	18. 50% - On February 15, conducted creek cleanup event utilizing EFRR volunteers
19. Participate in I Love a Clean San Diego Creek to Bay Cleanup event	19. 30% - EFRR is registered as a cleanup site with ILACSD; event scheduled for April 20

3. Operating Elfin Forest Recreational Reserve in the most cost-effective, safe, environmentally responsive, and service-oriented manner.

Objective	Progress Toward Completion
20. Launch 18th annual photo contest	20. 10% - 18th annual photo contest scheduled to begin November 23
21. Submit grant proposal to fund trail rehabilitation	21. 10% - Grant and project have been identified; will submit an application in July
22. Utilize past Gold Spotted Oak Borer monitoring data to identify and treat problem areas, focusing on "high value" trees for treatment (e.g., 12"+ diameter, in aesthetically valuable area, etc.); target treatment of at least 150 trees	22. 25% - 2024 oak tree monitoring underway; GSOB treatment scheduled for June

3. Operating Elfin Forest Recreational Reserve in the most cost-effective, safe, environmentally responsive, and service-oriented manner.

Objective	Progress Toward Completion
23. Host water conservation workshop at Elfin Forest Interpretive Center Honoring Susan J. Varty	23. 10% - Water conservation workshop planning underway
24. Demonstrate appreciation to EFRR volunteers by providing two educational field trips	24. 50% - Hosted one field trip to Pechanga's Great Oak Tree January 11
25. Commemorate 15th anniversary of Elfin Forest Interpretive Center Honoring Susan J. Varty	25. 10% - EFRR volunteer webpage updated to promote volunteer recruitment; staff focusing on volunteer recruitment to commemorate IC's 15th anniversary

3. Operating Elfin Forest Recreational Reserve in the most cost-effective, safe, environmentally responsive, and service-oriented manner.

Objective

Progress Toward Completion

Stretch

Utilize volunteer groups for two additional maintenance or cleanup events at EFRR

0% - Additional volunteer events have not yet been scheduled

4. Pursuing alternative and renewable energy sources as a means of offsetting costs and energy charges, providing sustainability.

Objective

26. Develop strategy to address new California Air Resources Board zero-emission vehicle requirements, including timeline, compliance, phasing, budgets, financing options, and exemption request; provide report to Facilities Committee
27. Continue partnerships with energy providers and third-party consultants to optimize energy costs, including amending agreement with 3 Phases Renewables to extend term of service

Progress Toward Completion

26. 10% - Consultant selected for first phase of project; staff drafting agreement
27. 25% - Ongoing; Utility Cost Management services continue; negotiating renewal terms with 3 Phases Renewables

5. Providing a safe, healthful, and rewarding work environment which encourages communication as well as values employee participation and personal achievement.

Objective	Progress Toward Completion
28. Complete the comprehensive salary survey in spring as negotiated in OMWD's Memorandum of Understanding (MOU); present to Personnel Committee then to board	28. 100% - Completed salary survey; presented to Personnel Committee on March 18; presenting to full board on April 17
29. Prepare the five-year staffing analysis succession planning document; present to Personnel Committee then to board	29. 100% - Completed staffing analysis; presented to Personnel Committee on March 18; presenting to full board on April 17
30. Conduct training on effective workplace verbal communication skills for all employees	30. 40% - Staff evaluating training options; anticipate holding training by midyear

5. Providing a safe, healthful, and rewarding work environment which encourages communication as well as values employee participation and personal achievement.

Objective

Progress Toward Completion

31. Conduct review of staff turnover in fall as negotiated in the MOU to evaluate if moving to the 65th percentile in compensation has reduced employee turnover; present to Personnel Committee then to board

31. 0% - To present to Personnel Committee, then full board in October/November

32. Implement a new online employment application system on OMWD website to improve data security

32. 50% - Executed agreement with NEOGOV; software implementation underway; anticipate going live by end of May

33. Enhance employee health and wellness by hosting a voluntary wellness challenge for staff

33. 0% - Wellness challenge will be conducted by fall

5. Providing a safe, healthful, and rewarding work environment which encourages communication as well as values employee participation and personal achievement.

Objective

34. Prepare a SWRCB DDW request for treatment operator staff to receive partial distribution credit towards advanced certification

Progress Toward Completion

34. 10% - Staff determining the amount of credit that each position should receive

6. Exceeding all federal, state, and local regulatory requirements for providing potable water, wastewater treatment, and recycled water.

Objective

Progress Toward Completion

35. Upon adoption of SWRCB water use efficiency regulations, perform analysis and report to Customer Outreach and Conservation Committee

35. 0% - SWRCB has not yet adopted regulations; staff participating in the development of regulations

36. Commence United States Environmental Protection Agency Unregulated Contaminant Monitoring Rule 5 sampling and approve certified lab results

36. 25% - UCMR 5 sampling commenced on March 6; completed first of four sampling events

6. Exceeding all federal, state, and local regulatory requirements for providing potable water, wastewater treatment, and recycled water.

Objective

Progress Toward Completion

37. Continue interdepartmental Stormwater Pollution Prevention Plan committee to provide greater oversight for stormwater issues at headquarters; conduct four quarterly meetings

37. 25% - Held first quarterly meeting

7. Minimizing all of OMWD’s operational costs while maintaining a high level of customer service.

Objective

- 38. Continue to pursue local, state, federal, and private grant funding to offset costs

Progress Toward Completion

- 38. 25% - Submitted applications for \$6.1 million USBR Title XVI funding for North San Diego Water Reuse Coalition 2020 project, \$14.57 million to Representative Peters' office for Water Resources Development Act funding for OMWD’s Building Reliable and Climate Resilient Infrastructure for Tomorrow Project, ~\$5 million to Representative Peters' office for FY 25 Community Project Funding for DCMWTP membrane membrane and beam replacements, \$14.57 million to Senator Padilla’s office for FY 25 Community Project Funding for OMWD’s Building Reliable and Climate Resilient Infrastructure for Tomorrow Project, and \$225k to Representative Peters' office for FY 25 Community Project Funding for OMWD’s Fleet Electrification Project

7. Minimizing all of OMWD’s operational costs while maintaining a high level of customer service.

Objective	Progress Toward Completion
<p>39. Develop and implement process to increase customer communication by email, including sending new customer welcome letters electronically, reducing printing and postage costs</p>	<p>39. 25% - A process has been developed to send new customer welcome letters via email, saving ~\$500 monthly in printing and postage costs; email notification is an additional method of notifying customers of pending disconnection for non-payment (in addition to mailed notices, phone calls, and a notice delivered to the property)</p>
<p>40. Increase customer use of online billing services, targeting 500 accounts newly enrolled in online payments</p>	<p>40. 100% - As of March 12, 689 accounts have newly enrolled in autopay; approximately 150 are consolidated accounts, utilizing the updated group bill functionality of OMWD's recently updated online portal</p>

7. Minimizing all of OMWD’s operational costs while maintaining a high level of customer service.

Objective

Progress Toward Completion

- 41. Complete Phase 9 of the Advanced Metering Infrastructure Expansion Project, upgrading over 1,800 meters to AMI technology
- 42. If grant funding is available, partner with Asterra on satellite leak detection program and present cost-benefit analysis to Facilities Committee

- 41. 100% - Completed Phase 9 of the AMI Expansion Project
- 42. 10% - Staff working with Metropolitan Water District on potential funding

7. Minimizing all of OMWD’s operational costs while maintaining a high level of customer service.

Objective	Progress Toward Completion
Stretch	
Achieve one or more new grant awards	100% - Notice of award received for \$3,000 in funding from Metropolitan Water District's Community Partnering Program to pay for a mobile watershed science lab at the May 7 Ecoliteracy Showcase Event
Add 500 new subscribers to the MyWaterUse by AquaHawk digital dashboard	58% - As of March 12, 290 additional customers have enrolled in the MyWaterUse dashboard

8. Maintaining open communication and participation with the public through active conservation and educational programs as well as continually seeking customer input for informed decision-making.

Objective	Progress Toward Completion
43. Commemorate OMWD's 65th anniversary	43. 25% - Letterhead features anniversary logo; commemorative event to be held April 24
44. Install informational signage at David C. McCollom Water Treatment Plant to improve guest experience	44. 25% - Signage design underway
45. Partner with local businesses, vendors, and community organizations on a public service announcement and/or event about water use efficiency	45. 25% - Ongoing; partnered with SDWD, SFID, and Solana Center on rain barrel distribution event; partnered with SDWD and SFID on a California-friendly landscape design workshop; Ecoliteracy Showcase to be held May 7, partnering with EUSD, BCK Programs, and the Escondido Creek Conservancy; Fiesta del Sol event to be held May 18, partnering with SFID and SDWD

8. Maintaining open communication and participation with the public through active conservation and educational programs as well as continually seeking customer input for informed decision-making.

Objective	Progress Toward Completion
<p>46. Continue to develop messaging to protect customers’ interests and ensure customer awareness of SWRCB water use efficiency regulations and new legislative requirements</p>	<p>46. 5% - May e-newsletter and June newsletter accompanying billing statements will discuss SWRCB development of regulations that limit water use, highlighting OMWD's comments to SWRCB</p>
<p>47. Achieve Special District Leadership Foundation's Transparency Certificate of Excellence and District of Distinction re-accreditation</p>	<p>47. 25% - Board trainings are underway; plan to submit the application in July</p>

8. Maintaining open communication and participation with the public through active conservation and educational programs as well as continually seeking customer input for informed decision-making.

Objective

Progress Toward Completion

Stretch

Win award from California Special Districts Association, Association of California Water Agencies, California Water Environment Association, or other industry group

0% - Awaiting results on application to American Public Works Association for the Manchester Avenue Recycled Water Pipeline Project

9. Ensuring that financial plans, policies, and practices maintain the ability of OMWD to construct, operate, and maintain all approved facilities including replacement funds for future needs.

Objective

Progress Toward Completion

48. Complete update of wastewater cost of service study

48. 100% - Results of study were presented to Finance Committee and full board in February; final 2024 Wastewater Rate Study Report was presented to the board in March

49. Complete potable and recycled water cost of service study, including review of the Rate Reimbursement Credit Program

49. 20% - Kick-off meeting was held in February; staff completing data request from Raftelis to update the rate and financial plan model

50. Complete public notice of increases in wastewater rates and charges per Proposition 218

50. 100% - Wastewater Prop 218 Notice was approved by board in March; Public Hearing set for May 15

9. Ensuring that financial plans, policies, and practices maintain the ability of OMWD to construct, operate, and maintain all approved facilities including replacement funds for future needs.

Objective	Progress Toward Completion
51. Complete public notice of increases in potable water and recycled water rates and charges per Proposition 218	51. 0% - Pending completion of the 2024 Water Rate Study
52. Complete annual review of water-related service charges	52. 0% - To be completed in September
53. Implement second phase of water capacity fee increases	53. 0% - To be completed in October

9. Ensuring that financial plans, policies, and practices maintain the ability of OMWD to construct, operate, and maintain all approved facilities including replacement funds for future needs.

Objective

Progress Toward Completion

54. Complete Biennial Operating and Capital Budget for fiscal years 2025 and 2026

54. 50% - Draft biennial budget presented to Finance Committee on April 1; awaiting SDCWA rate increase for 2025

55. Continue to explore potential expense reduction options as part of the annual budget process

55. 100% - Completed as part of the budget process; presented to Finance Committee on April 1; will present to full board before June

56. Complete Annual Comprehensive Financial Report and single audit report for fiscal year 2024

56. 0% - Interim audit with auditors will be held in May/June; draft ACFR will be presented to Finance Committee in November and to full board in December

9. Ensuring that financial plans, policies, and practices maintain the ability of OMWD to construct, operate, and maintain all approved facilities including replacement funds for future needs.

Objective

Progress Toward Completion

57. As part of the budget process for 2024, address and mitigate any extraordinary CY 2025 wholesale rate increases above those contemplated in prior financial planning, including potential expense reduction options relative to San Diego County Water Authority’s (SDCWA) CY 2025 rate

57. 90% - Completed as part of the budget process; presented to Finance Committee on April 1; will present to full board before June

Stretch

Assess feasibility for Pinnacles Community Facilities District financing with California Statewide Communities Development Authority and Pinnacles developer; review with Finance Committee

5% - Provided to Pinnacle a copy of OMWD’s CFD Goals and Policy; Pinnacle has agreed to use staff’s recommended bond counsel for the contemplated CFD; staff awaiting list of projects and amounts to be financed by CFD

10. Planning and constructing the Master Plan of Facilities to meet the long-term water storage, treatment, transmission, and distribution needs of OMWD.

Objective	Progress Toward Completion
58. Update the 10-year Capital Improvement Plan	58. 75% - Draft 10-year Capital Improvement Plan presented to Facilities Committee on March 7
59. Complete Potable Water and Recycled Water Master Plan update	59. 50% - Analyzing hydraulic scenarios
60. Complete update to Wastewater Master Plan	60. 90% - Update presented to Facilities Committee on March 7 and to board on March 20; finalizing update
61. Incorporate 2023 condition assessment results for DCMWTP, 4S WRF, wastewater system, and pipeline replacement into 2024 budget process, cost of service update, and Proposition 218 notices per the recommendation of the Facilities Committee	61. 50% - Condition assessment results incorporated into 2024 budget process, which was presented to Finance Committee on March 7; completed wastewater cost of service update and Prop 218 notice; anticipate completion of potable and recycled cost of service update and Prop 218 notice in summer

11. Establishing programs and policies to develop alternative water supplies to serve existing and future customers.

Objective

Progress Toward Completion

62. Continue to advance San Dieguito Valley Groundwater Project, including conducting additional hydrogeologic studies, conducting independent risk evaluation workshop, updating/refining economic analysis, and developing a water rate impact strategy; present progress reports, including project schedule and decision points, to board at least twice during the calendar year

62. 25% - Ongoing; anticipate first board touch point in April with budget discussion

12. Cultivating supportive and positive relationships with the federal, state, and local agencies which may impact OMWD’s operations.

Objective	Progress Toward Completion
<p>63. Engage and influence SWRCB regulations and water use efficiency legislation utilizing OMWD’s advocate in Sacramento</p>	<p>63. 25% - OMWD and Nossaman staff participated in SWRCB's March 20 workshop on changes to the proposed WUE regulations</p>
<p>64. Coordinate with County of San Diego on board filings for the 2024 election</p>	<p>64. 0% - Staff will coordinate required filings later in the year for November election</p>

12. Cultivating supportive and positive relationships with the federal, state, and local agencies which may impact OMWD’s operations.

Objective

Progress Toward Completion

65. Work with San Diego Local Agency Formation Commission (SD LAFCO) on the preparation of municipal service reviews (MSR) for the Encinitas and Carlsbad areas; in conjunction with MSR completion, perform analysis of organizational efficiencies between OMWD and Leucadia Wastewater District, and provide report to board

65. 15% - Data has been provided to SD LAFCO for OMWD’s MSR

12. Cultivating supportive and positive relationships with the federal, state, and local agencies which may impact OMWD’s operations.

Objective

Progress Toward Completion

66. Actively participate and advocate for OMWD interests on SD LAFCO key initiative areas for 2024, including but not limited to development of the “out of agency service agreements policy” and the MSRs of wholesale water providers in San Diego County; make presentation to board

66. 20% - General Manager is serving on the MSR Stakeholder Working Group; “out of agency service agreements policy” is complete; anticipate providing a status update to the board in May

12. Cultivating supportive and positive relationships with the federal, state, and local agencies which may impact OMWD’s operations.

Objective	Progress Toward Completion
<p>67. Work with SDCWA to advance OMWD’s legislative proposal to amend Public Contract Code to raise the limit for public works bidding requirements to match other public agencies throughout California</p>	<p>67. 25% - Efforts continue in the proposal to amend the Public Contract Code</p>
<p>68. Continue work and active advocacy with Water for All statewide coalition (formerly Solve the Water Crisis) to advance Senate Bill 366 through the legislature, which sets specific targets for new water supply development and adequate funding for these projects; make presentation to board</p>	<p>68. 30% - Met with several local legislators to gain support; outreach and lobbying efforts are ongoing; summit of general managers from water agencies across the state to be held in October</p>

12. Cultivating supportive and positive relationships with the federal, state, and local agencies which may impact OMWD’s operations.

Objective

Progress Toward Completion

- 69. Continue efforts with SDCWA on the development, implementation, and phase-in of a new equitable fixed rate component to SDCWA rates via the Member Agency Workgroup, the Financial Strategy Workgroup, and OMWD's SDCWA board representative
- 70. Work with legislators and member agencies to pursue equitable voting structure at SDCWA

- 69. 50% - SDCWA board approved the Finance Planning Workgroup and Member Agency Rate Workgroup rate redesign recommendation for CY 25; work continues for future rate changes
- 70. 10% - Efforts continue in the pursuit of an equitable voting structure at SDCWA, which is being studied as part of the SDCWA MSR

Tiger Team Report

Fiscal Year 2024



Grants and Alternative Funding

Under Pursuit

- \$959,752–FY 24 Community Project Funding through Representative Peters' office for San Dieguito Groundwater Project
- \$759,131–WaterSMART: Title XVI Water Reclamation and Reuse Projects funding program for OMWD's portion of the third funding award of \$6,100,000 for Regional Recycled Water Program: 2020 Project
- \$14,570,000*–2024 Water Resources Development Act: Energy and Water Development Appropriations funding for Unit B and Unit K pipeline rehabilitation, headworks screening system improvements, and membrane and beam replacements
- \$14,570,000*–FY 25 Community Project Funding through Senator Padilla's office for Unit B and Unit K pipeline rehabilitation, headworks screening system improvements, and membrane and beam replacements
- ~\$5,000,000*–FY 25 Community Project Funding through Representative Peters' office for DCMWTP membrane and beam replacements
- \$225,000–FY 25 Community Project Funding through Representative Peters' office for Vehicle Fleet Electrification Feasibility Study and Conceptual Plan

Total Under Pursuit

\$16,513,883 (*requesting from multiple funding sources for same projects)



Tiger Team Report

Grants and Alternative Funding

- \$49,214—Awarded Federal Emergency Management Agency COVID funding
- \$3,000—Awarded MWD Community Partnering Program funding for May 7 partnership event in Encinitas

Total Awarded
\$52,214

Cost Savings

- Savings of \$700—Shared expenses on WaterSmart Landscape Design workshop with San Dieguito Water District and Santa Fe Irrigation District
- Savings of \$10,000—Better Way employee suggestion - DCMWTP strainers
- Savings of \$6,000—Transitioning from mailing welcome letters to customers to electronic notification
- Savings of \$3,720—Efforts to promote eBills have resulted in 689 customers enrolling since January 1, 2024

Total Cost Savings
\$20,420

Tiger Team Report

Alternative Revenue



**OLIVENHAIN MUNICIPAL WATER DISTRICT
SCHEDULE OF OTHER BUSINESS (NON-WATER RELATED) REVENUES
FOR THE SIX MONTHS ENDED DECEMBER 31, 2023 (UNAUDITED)**

	ACTUAL	SIX MONTH BUDGET
REVENUES:		
CELL SITE LEASES + RENTAL	382,916	} 392,600
MISCELLANEOUS INCOME	3,379	
ROGER MILLER HYDROELECTRIC REVENUES	16,618	50,000
CB&T VISA CASH INCENTIVE*	4,977	N/A
ESTIMATED DCMWTP ENERGY OFFSETS**	184,082	N/A
	591,972	442,600
 TOTAL REVENUE FOR THE SIX MONTHS ENDED DECEMBER 31, 2023	 591,972	

Notes:

*This amount is neither recorded nor budgeted until fully realized.

** This is an unrealized revenue. This amount is calculated for internal reporting only.

Total alternative revenue in first and second quarters of FY 2024: \$591,972

Tiger Team Report



Summary

Total FY 2024 grant and alternative funding, alternative revenue, and cost savings (less third quarter alternative revenue): \$664,606

Total grant funding and potential alternative funding sources under pursuit: \$16,513,883

Since Inception of the Program (2005)

Total grant funding and cost savings to date: \$49,787,634

Total alternative revenue generated to date: \$19,048,868

Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Paul Martinez, Engineering Technician I
Via: Kimberly A. Thorner, General Manager
Subject: **CONSIDER ACCEPTANCE OF THE SPYGLASS H PIPELINE RELOCATION PROJECT (SD COMMERCIAL HOLDINGS 3, LLC.) INTO OMWD'S SYSTEM AND ORDER A NOTICE OF COMPLETION FILED**

Purpose

The purpose of this agenda item is to consider acceptance of the transfer of the facilities constructed by SD Commercial Holdings 3, LLC., (Developer) into OMWD's system and authorize the filing of a Notice of Completion with the San Diego County Recorder.

Recommendation

Staff recommends acceptance of the potable water facilities into OMWD's system.

Alternative(s)

None; the Project is complete, and facilities were constructed according to the approved plans to OMWD's Standard Specifications and Drawings per the Development Construction Agreement.

Background

The Spyglass H Pipeline Relocation Project (Project) is located on Spyglass Lane, northeast of St. Andrews Road in Director Division 1 (Director San Antonio). The project consisted of the installation of water main relocation to facilitate construction of a residence.

OMWD entered into an agreement with the Developer in August of 2019 to construct the facilities and dedicate said facilities to OMWD. The facilities are now complete and have been built in accordance with the approved plans and OMWD Standard Specifications and Drawings. The warranty period will terminate one (1) year following the acceptance of the facilities by OMWD's Board.

Fiscal Impact

There is no fiscal impact to accepting the facilities into OMWD's system. The new assets will be reported to Finance for capitalization.

Discussion

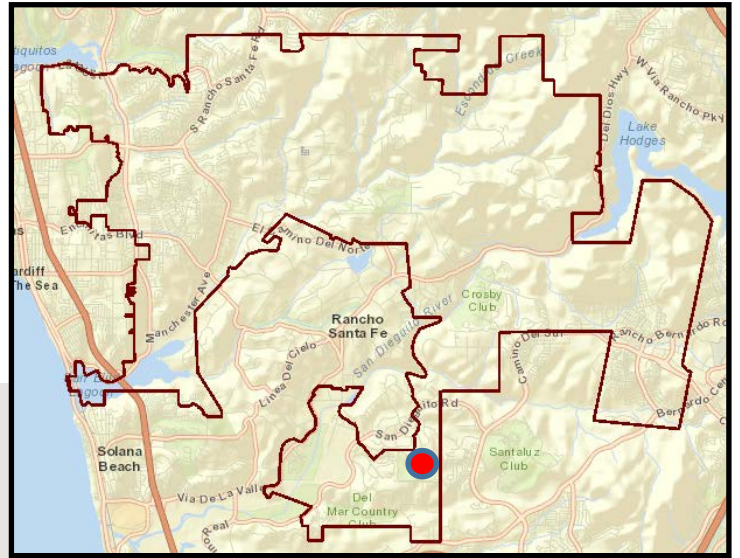
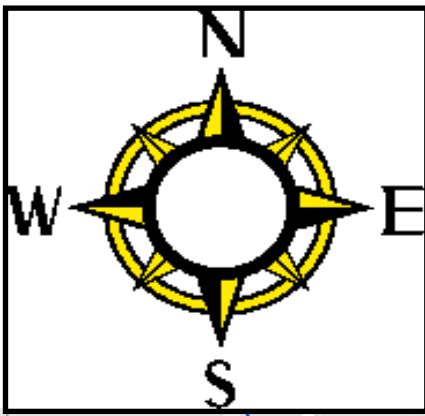
As the facilities were constructed in accordance to OMWD approved plans and specifications, Staff recommends acceptance of the facilities into OMWD's system and authorization to record the documents with the San Diego County Records office.

Staff is available to answer any questions.

Attachments:

Location Map

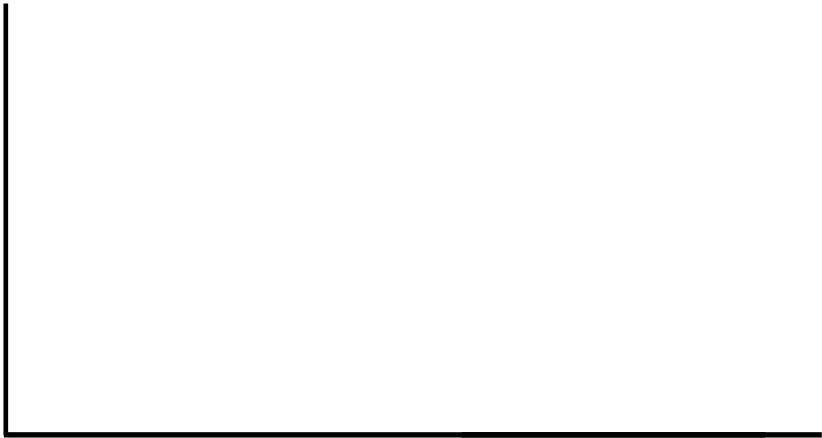
Notice of Completion



LOCATION MAP
6902 SPYGLASS LN
DISTRICT PROJECT NO.
W550015

**RECORDING REQUESTED BY &
WHEN RECORDED RETURN TO:**

Olivenhain Municipal Water District
1966 Olivenhain Road
Encinitas, California, 92024-5699



(This space for recorder's use)

NOTICE OF COMPLETION

NOTICE IS HEREBY GIVEN that the facilities shown on improvement plans for Parcel 303-060-44-00 of Map No. 16577, recorded on Date of Map Recording located in the County of San Diego, State of California for which SD Commercial Holdings 3, LLC., (“Developer”) contracted with the OLIVENHAIN MUNICIPAL WATER DISTRICT (“Owner,” in fee, of the facilities), headquartered at 1966 Olivenhain Road, Encinitas, CA 92024, have been completed in accordance with the approved plans and standard specifications and drawings as of the 20th of March 2024. The facilities have been accepted by the Board of Directors of the OLIVENHAIN MUNICIPAL WATER DISTRICT on this 17th day of April 2024.

In witness whereof this Notice of Completion has been executed under authority from the Board of Directors of said OLIVENHAIN MUNICIPAL WATER DISTRICT by Kimberly A. Thorner, General Manager.

KIMBERLY A. THORNER, being first duly sworn, deposes and says that she is General Manager of the OLIVENHAIN MUNICIPAL WATER DISTRICT and is familiar with the facts stated in the foregoing Notice of Completion executed for and on behalf of said Agency, that she has read the foregoing Notice of Completion and knows the contents thereof and that the same are true.

OLIVENHAIN MUNICIPAL WATER DISTRICT

Date: April _____, 2024

By: _____

Kimberly A. Thorner
General Manager



Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Lindsey Stephenson, Engineering Manager
Via: Kimberly A. Thorner, General Manager
Subject: **CONSIDER APPROVAL OF THE 2024 WASTEWATER MASTER PLAN UPDATE**

Purpose

The purpose of this agenda item is to consider approval of the 2024 Wastewater Master Plan Update. This agenda item relates to 2024 Annual Objective #60 to *Complete update to Wastewater Master Plan*.

Recommendation

Staff recommends the Board accept and approve the 2024 Wastewater Master Plan Update.

Alternatives

The Board could instruct staff to modify or reconsider the recommendations made by the 2024 Wastewater Master Plan Update.

Background

Long-term capital planning is a dynamic process and is part of the District's overall strategic plan and is reviewed as part of the budget process. The wastewater system is a critical and valuable component of OMWD's assets, and infrastructure management needs to be considered as the system ages.

Fiscal Impact

The proposed Capital Improvement Plan (CIP) recommended by the 2024 Wastewater Master Plan Update was anticipated in the Wastewater Cost of Service Study and is being incorporated into the proposed 2-year CIP Budget for FYs 25 and 26. As was noted with the Board at the February meeting, projects have been adjusted in the timeline to accommodate the highest priority projects while allowing for rate affordability.

Discussion

The capital planning process involves identifying current and future capital needs and prioritizing those needs to support the District's mission. The primary objective of the District's capital planning process is to create a stable long-range financial plan to support an orderly, efficient program of improvement, expansion, and replacement of its capital needs.

Staff proactively conducts planning and assessment activities to continuously update a comprehensive list of capital projects in the District's Long-Term CIP to respond to changing priorities. From that Long-Term CIP Plan, the District's 2-year CIP budget appropriations and 10-year CIP are prioritized and reviewed with the Board as part of the budget process.

The District operates and maintains a wastewater collections system that conveys wastewater from 4S Ranch and Rancho Cielo to the 4S Ranch Water Reclamation Facility, where the wastewater is treated and approximately one million gallons per day of recycled water is produced. As the system ages, one of the District's goals will be to cost effectively sustain reliable and quality service through infrastructure management and replacement.

A key planning effort has been the 2024 Wastewater Master Plan Update to update the 2015 Wastewater Master Plan. Following a competitive selection, Dudek was selected in July 2023 to complete the Wastewater Master Plan Update this fiscal year and has been working in conjunction with staff to complete strategic condition assessments and

consequence of failure analyses for the wastewater system, the results of which drive the proposed projects recommended in the CIP.

The draft Executive Summary for the 2024 Wastewater Master Plan Update is attached for the Board's consideration. The recommendations from the 2024 Wastewater Master Plan Update were presented to the Facilities Committee (President Guerin and Director Watt) on December 4, 2023. Since then, the 2024 Wastewater Master Plan Update has continued to progress. The full report has been drafted, and the recommendations have been incorporated into the proposed 10-year CIP to support the Wastewater Cost of Service Study and the upcoming 2-year budget cycle for FYs 25 and 26. The 10-year CIP also includes more recent information for existing projects, such as cost estimates developed through design. This material was presented to the Facilities Committee (President Guerin and Director Watt) on March 7, 2024 and to the full Board at the regular meeting on March 20, 2024. Should this item be approved, the report will be finalized, and the final executive summary will be posted to the District's website.

In parallel to the 2024 Wastewater Master Plan Update, the Wastewater Cost of Service Study has been developed. The preliminary Wastewater Cost of Service Study anticipated these CIP recommendations and was presented to the Board at the February meeting, with a public hearing scheduled for May. The recommendations are also being incorporated into the FY 25 and 26 budget process for review by the Finance Committee and the full Board in April.

Staff is available to respond to any questions.

Attachments:

Draft Executive Summary 2024 for the Wastewater Master Plan Update

Wastewater Master Plan Update

APRIL 2024

Prepared for:

OLIVENHAIN MUNICIPAL WATER DISTRICT

1966 Olivenhain Road

Encinitas, CA 92024

Contact: *Lindsey Stephenson*

Prepared by:

DUDEK

605 Third Street

Encinitas, California 92024

Contact: *Greg Guillen, PhD, PE*

DRAFT

Executive Summary

Olivenhain Municipal Water District (OMWD, District) is a Municipal Water District serving as a water purveyor and wastewater utility for landowners and residents in North-San Diego County. The District is organized and operating pursuant to Water Code Sections 71000 et seq. and was originally incorporated on April 9, 1959. In 1998, OMWD annexed the 4S Ranch Sanitation District from the County of San Diego and subsequently expanded sewer service to the 4S Ranch and the Rancho Cielo developments. Figure ES-1 presents the major District wastewater infrastructure development phases with significant milestones and upgrades over the past 35 years.

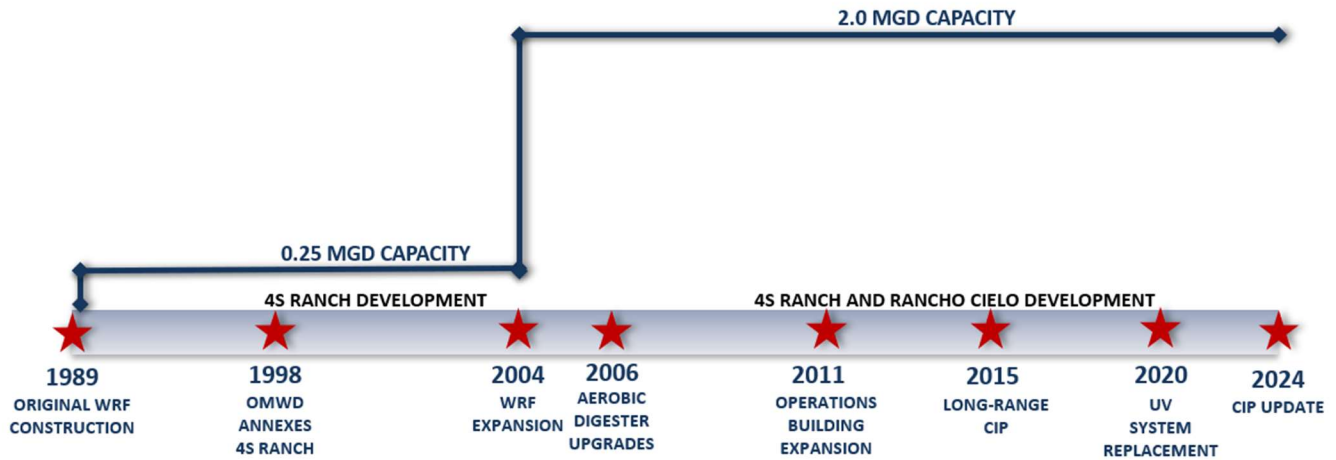


Figure ES-1. OMWD Wastewater System Development Timeline

The District’s wastewater system provides sewer service to approximately 6,600 customers in the 4S Ranch and Rancho Cielo service areas and includes the 2.0 million gallon per day 4S Ranch WRF, 60 miles of wastewater collection system piping, and 14 pump stations as summarized in **Table ES-1**. **Figure ES-2** presents the OMWD wastewater service area and major facilities including the 4S Ranch WRF, collection systems, and pump stations.

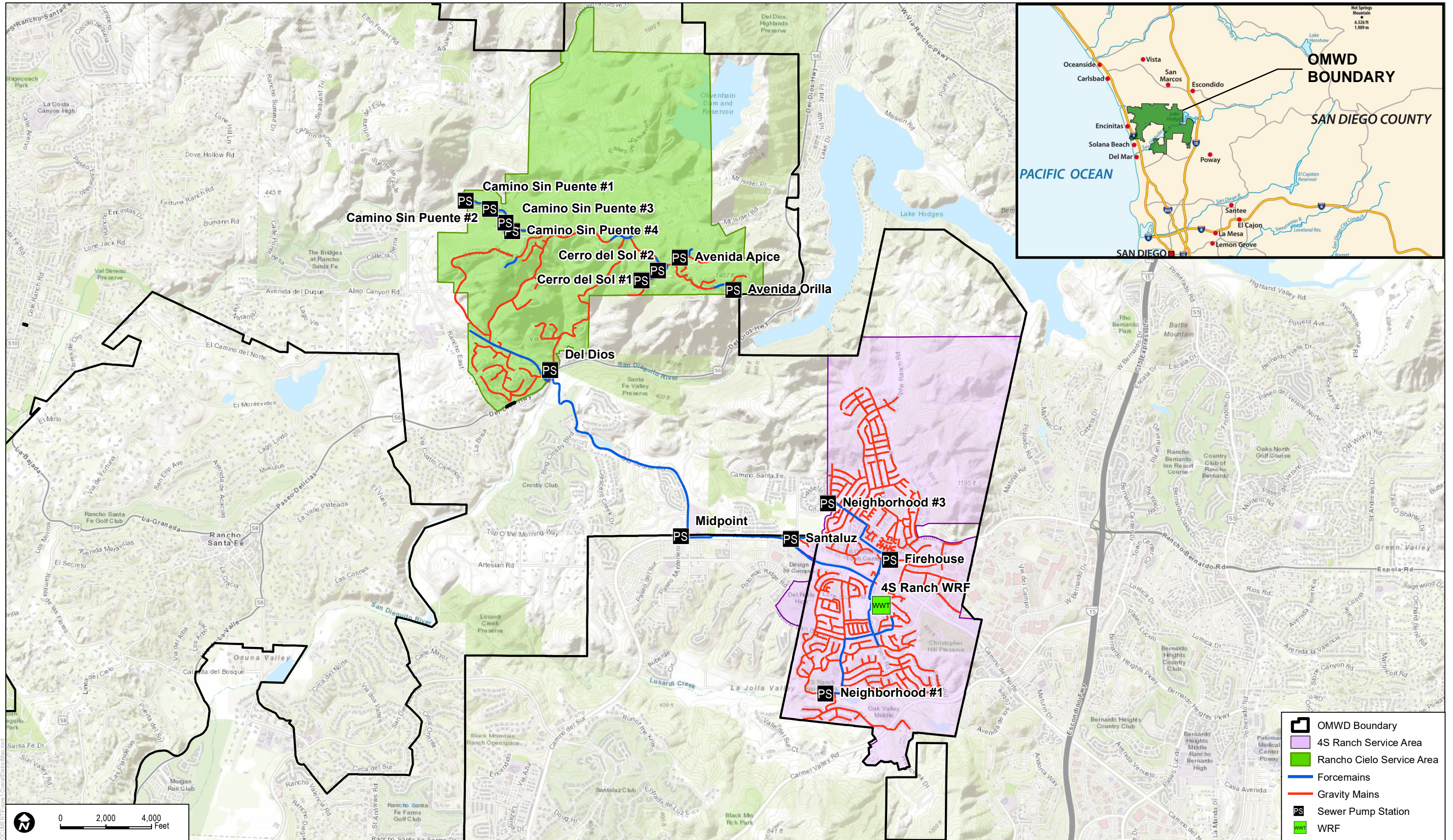
This Wastewater Master Plan Update forms the basis for the OMWD CIP budget process, however, it does not include ongoing projects and other District strategic efforts. The purpose of the Capital Improvement Plan (CIP) is to develop 10-year prioritized infrastructure planning and budgeting estimates for the District’s wastewater infrastructure to ensure continued high-quality service for OMWD wastewater customers. The CIP is intended to support long-term financial planning including wastewater rate adjustments, and includes a description of the study methodology, descriptions of unique and programmatic CIP projects and estimated budgets, and a 10-year implementation plan. The technical analysis that provides backup to the defined projects is included in a series of technical memoranda in the report.

Table ES-1. Sewer Pump Station Summary

No.	Name	Year	Service Area	Capacity
1	Avenida Apice	2008	Rancho Cielo	100 gpm @ 50 ft TDH
2	Avenida Orilla	2008	Rancho Cielo	115 gpm @ 165 ft TDH
3	Camino Sin Puente #1	2008	Rancho Cielo	50 gpm @ 150 ft TDH
4	Camino Sin Puente #2	2008	Rancho Cielo	50 gpm @ 150 ft TDH
5	Camino Sin Puente #3	2008	Rancho Cielo	50 gpm @ 150 ft TDH
6	Camino Sin Puente #4	2008	Rancho Cielo	50 gpm @ 150 ft TDH
7	Cerro Del Sol #1	2008	Rancho Cielo	135 gpm @ 150 ft TDH
8	Cerro Del Sol #2	2008	Rancho Cielo	145 gpm @ 120 ft TDH
9	Del Dios	2005	Rancho Cielo	1014 gpm @ 435 ft TDH
10	Midpoint	2005	Rancho Cielo	850 gpm @ 193 ft TDH
11	Fire House	2009	4S Ranch	750 gpm @ 120 ft TDH
12	Neighborhood #1	2001	4S Ranch	1,360 gpm @ 225 ft TDH
13	Neighborhood #3	2004	4S Ranch	1,600 gpm @ 209 ft TDH
14	Santaluz	2004	4S Ranch	120 gpm @ 45 ft TDH

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Methodology

The scope of work for development of this CIP includes evaluation and data analysis to update, refine, and add new CIP project recommendations to the District’s CIP originating from the 2015 Master Plan based on new information and developments over the past 9 years. The approach consists of two-phases, assessment and CIP development, for both the collection system and water recycling facility as described in the following subsections. **Figure ES-3** illustrates the approach undertaken for CIP development.

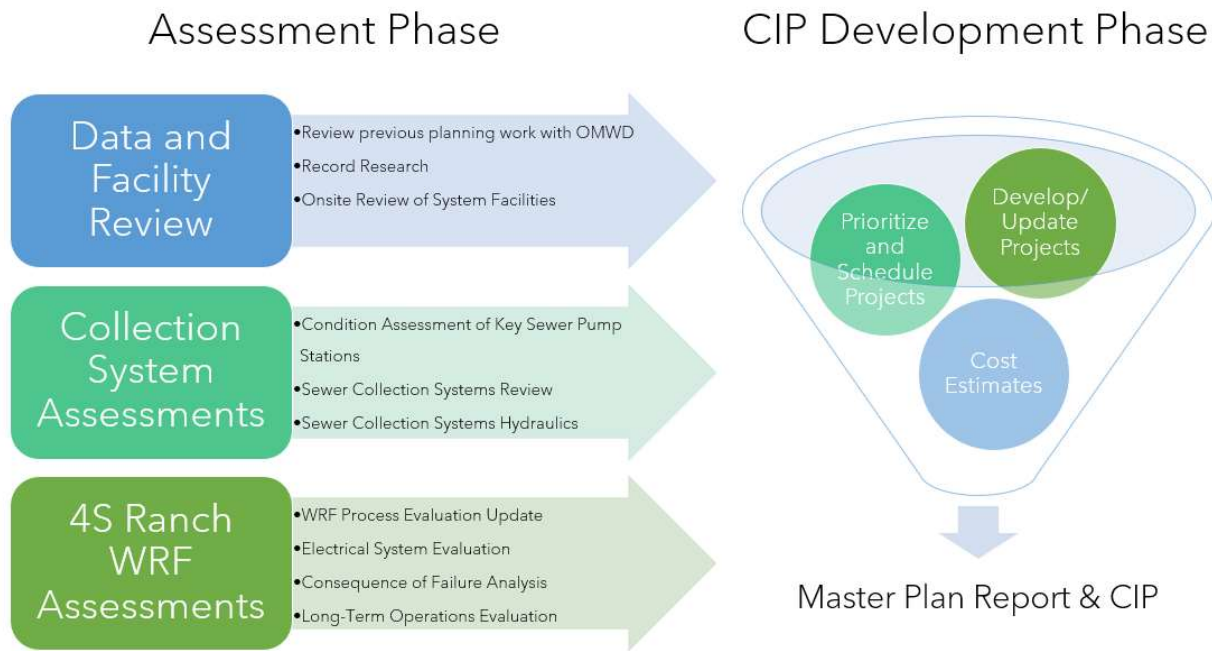


Figure ES-3: CIP Development Approach

Assessment Phase

Collection System Assessments

Collection System assessments include a condition assessment to observe and assess the condition of mechanical equipment, structures, and piping, at the District’s three key sewer pump stations (Neighborhood #3 SPS, Midpoint SPS, and Del Dios SPS). In some cases, District staff have provided information regarding the condition of mechanical and electrical equipment which the Dudek team would not otherwise see or detect. To address the lack of site investigations at the remaining eleven stations, collection systems workshops were held involving Dudek staff, sub-consultant RCS, and District personnel. The workshops identified insights into operational performance, safety risks, and equipment history, coordinating new recommended improvements with those outlined in the 2015 OMWD SSMP. Assets at each sewer pump station are organized into one of four specific disciplines as follows.

- **Site:** Civil elements including grading, paving, perimeter fencing, access, and utilities.
- **Mechanical:** Pumps, piping, valves, mechanical equipment, and HVAC within the pump station.

- **Structural:** Facility structures including below-grade concrete structures, wetwell, pump station, vaults, and superstructures, as applicable.
- **Electrical & Instrumentation:** Electrical service, emergency power, motor controls, instruments, and control panels.

4S Ranch WRF Assessments

Comprehensive review and benchmarking was conducted for WRF operations and major process units through analyses of available data on plant conditions and operating performance, workshops, and assessments. Dudek facilitated a Consequence of Failure Analysis (COFA) for wastewater treatment, recycled water, and electrical unit processes through workshops with District staff involving deliberate discussion and analysis of the criticality of process systems. The COFA findings are used to establish a risk-based priority designation. Based on this designation and the nature of the defined failure mode, operational and/or capital-based recommendations are made to mitigate the risk by reducing the defined consequence and/or probability of failure.

CIP Development Phase

Cost estimates are prepared for CIP projects and account for major equipment and material quantities and unit prices with multipliers for sales tax, delivery, installation, and contractor overhead and profit. Sub-disciplines (e.g., electrical, controls) are estimated using analogous multipliers. Soft costs (e.g., engineering, construction support services, and administration) and contingency are added to the construction cost subtotal based on project complexity and scale. An annual escalation rate of 3% per year is applied to each project to adjust project cost estimates for inflation. Estimates are defined as Association for Advancement of Cost Estimating (AACE) Class 5.

Prioritized CIP List

CIP project recommendations are prioritized into one of five categories as described in **Table ES-2**.

Table ES-2. Priority Designations

Priority	Description
Extra High	Proactive planning and risk mitigation strategy is required immediately. Capital improvement projects and operations and maintenance strategies must be developed and implemented as soon as possible to mitigate risk to an acceptable level. Recommend that applicable CIP projects are expedited where practical.
High	Proactive planning and risk mitigation strategy is required. Capital improvement projects are recommended if operations and maintenance strategies are insufficient to mitigate risk to an acceptable level.
Medium	Proactive strategy for monitoring performance and condition may be recommended. Mix of proactive and reactive strategies may also apply. Capital Improvement projects may be recommended to mitigate risk where applicable.
Low	Reactive strategy is acceptable. The risk level does not suggest proactive monitoring strategies or capital improvement projects are necessary in the short to medium term. CIP projects may be candidates for deferral to reduce capital budgets.
Recurrence	Involves regular maintenance, repair, or replacement of infrastructure components to address wear and tear, failure, and/or changing conditions. Recurring budget allows for necessary maintenance to be carried out in a timely manner to prevent service disruptions.

Collection system projects are prioritized based on the results of the site investigations, collaborative workshops with the District, historical data, and overall engineering experience. The primary drivers of project need are based on the technical analyses including remaining useful life, condition assessment and/or operations assessment.

Wastewater treatment projects are prioritized primarily based on the results of the Consequence of Failure Analysis, and supported by the WRF process evaluation update, electrical system evaluation, and long-term operations evaluation.

10-Year CIP

The 10-year CIP recommends a project implementation schedule based on priority while also establishing recurring annualized budgets for maintenance and replacement of equipment and other assets. **Figure ES-4** presents the summary of the 10-year CIP budget. Annual CIP estimates are differentiated by budget category to assist the District in preparing financing plans and rate studies in compliance with Proposition 218. This Wastewater Master Plan Update forms the basis for the OMWD CIP budget process, however, it does not include ongoing projects and other District strategic efforts. The budget categories include: 4S Ranch WRF Wastewater (WW), 4S Ranch WRF Recycled Water (RW), and Wastewater Collection System (CS). Note that the WW projects include solids handling facilities and liquid stream processes up to secondary clarifiers while RW projects include secondary effluent equalization basins, tertiary treatment, UV disinfection, and recycled water storage and pumping facilities. General projects at the WRF are shared by both WW and RW.

The evaluation updates the 2015 CIP recommendations by identifying new projects and re-prioritizing previously identified projects. The significant extra high and high priority projects recommended in the near future are:

- Replace the existing WRF Main Switchboard S (MSB-S) and automatic transfer switch (ATS).
- Replace the existing 75 HP digester blower, which has reached the end of its useful life.
- Replace WRF electrical conduits, enclosures, and lighting.
- Upgrade WRF tertiary filtration system electrical components.
- Replace Del Dios SPS wet well and storage tank liner.
- Replace Neighborhood #3 SPS wet well liner.

The full CIP project list including project recommendations and implementation plan are summarized in **Table ES-4**.

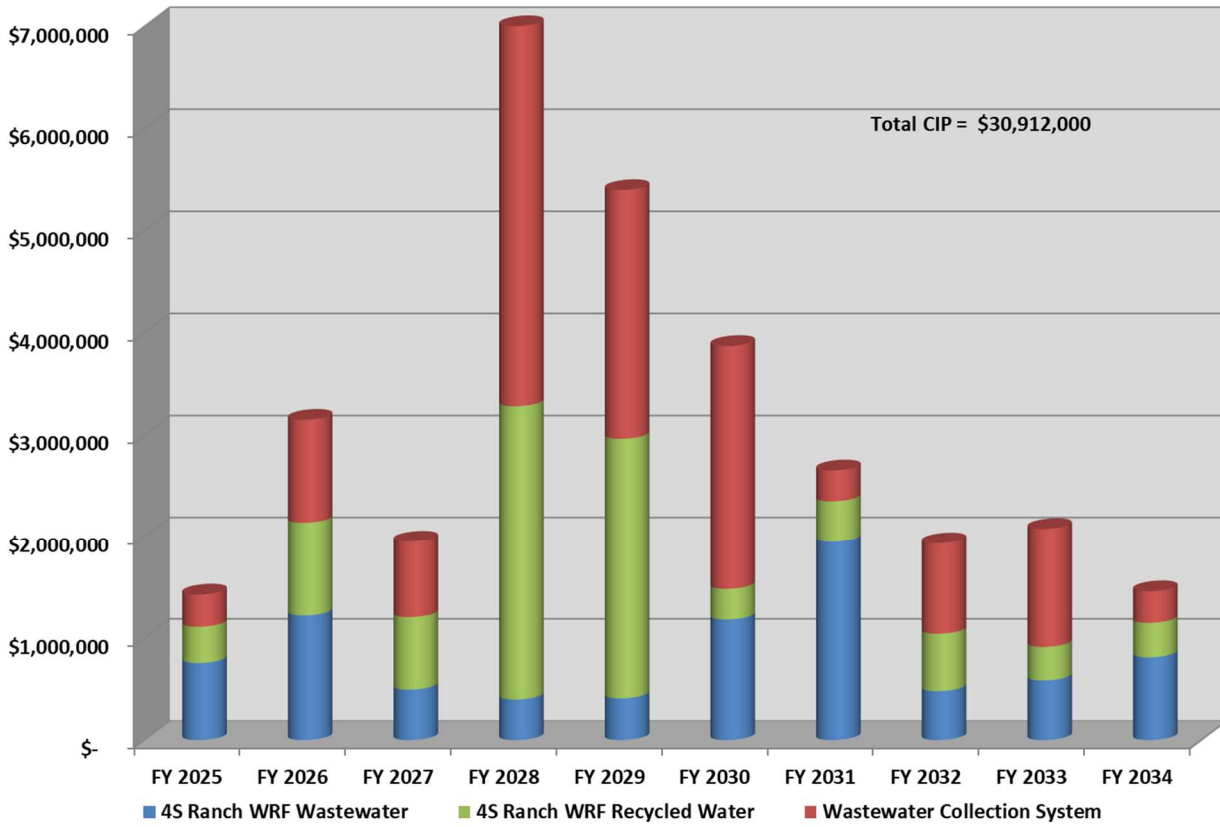


Figure ES-4. Capital Improvement Plan, 10-Year Budget

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Table ES-4. Capital Improvement Plan, 10-Year Budget

Budget Category	Fiscal Year (FY) Budget (in thousands)											
	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	Total	Average
4S Ranch WRF WW	\$754	\$1,220	\$494	\$397	\$409	\$1,181	\$1,946	\$479	\$584	\$810	\$8,273	\$827
4S Ranch WRF RW	\$355	\$915	\$711	\$2881	\$2,550	\$300	\$400	\$562	\$328	\$338	\$9,341	\$934
Wastewater CS	\$316	\$1,010	\$744	\$3,740	\$2,436	\$2,387	\$303	\$891	\$1,162	\$309	\$13,298	\$1,330
Total	\$1,425	\$3,145	\$1,949	\$7,018	\$5,395	\$3,868	\$2,649	\$1,932	\$2,074	\$1,457	\$30,912	\$3,091

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Next Steps

Upon adoption of the 2024 Wastewater Master Plan, OMWD will utilize the CIP recommendations, cost estimates, and technical assessments to update the 10 Year CIP appropriations, which includes ongoing projects and other District strategic efforts outside of the scope of this report. The technical analysis and project recommendations made in this report serve as a guide for the District's reference when revisiting the capital improvement budget in future years. Over time, it is expected that project needs and budgets will be modified to meet the immediate needs of the District.

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Table ES-4. CIP Project List

Project No.	Project Name	Priority	Total Cost	Funding (WW / RW / Split)	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	FY 2035+
4S Ranch Water Reclamation Facility (WRF) CIP Project List															
WRF - 5.1	Replace Existing 75 HP Digester Blower	Extra High	\$ 246,000	WW	\$ 246,000										
WRF - 12.1	Replace Main Switchboard S (MSB-S) and Automatic Transfer Switch	Extra High	\$ 1,285,000	Split WW/RW	\$ 188,000	\$ 1,098,000									
WRF - 12.2	Replace WRF Electrical Conduits, Enclosures, and Lighting	High	\$ 367,000	Split WW/RW	\$ 54,000	\$ 313,000									
WRF - 8.1	Upgrade Filter Electrical	High	\$ 116,000	RW	\$ 17,000	\$ 101,000									
WRF - 11.1	Rehabilitation of Generator Enclosure Top	High	\$ 22,000	Split WW/RW			\$ 21,000								
WRF - 7.1	Upgrade Flow Equalization Basins	High	\$ 2,608,000	RW			\$ 382,000	\$ 2,227,000							
WRF - 4.1	Replace RAS Pump Station Suction Valves	Medium	\$ 68,000	Split WW/RW			\$ 68,000								
WRF - 6.1	Chemical Area Upgrades	Medium	\$ 92,000	Split WW/RW			\$ 92,000								
WRF - 10.2	Recycled Water Storage Pond Upgrades	Medium	\$ 2,669,000	RW				\$ 390,000	\$ 2,278,000						
WRF - 1.1	Upgrade Headworks Odor Control Scrubber	Medium	\$ 1,577,000	WW						\$ 231,000	\$ 1,346,000				
WRF - 15.6	Wastewater Master Plan Update	Medium	\$ 500,000	WW						\$ 500,000					
WRF - 14.1	Replace Roll-up doors	Low	\$ 227,000	Split WW/RW							\$ 227,000				
WRF - 10.1	Replace Existing Recycled Water Pump Station VFDs	Low	\$ 243,000	RW								\$ 243,000			
WRF - 2.1	Biological Treatment Upgrade (Process Study & Pre-Design)	Low	\$ 92,000	WW									\$ 92,000		
WRF - 2.2	Upgrade Plant B Oxidation Ditch Aeration System	Low	\$ 2,071,000	WW										\$ 303,000	\$ 1,769,000
WRF - 3.1	Connect Plant B clarifier splitter box to Plant A Clarifiers	Low	\$ 1,249,000	WW											\$ 1,249,000
WRF - 2.3	Plant A Rehabilitation	Recurring	\$ 622,000	Split WW/RW	\$ 54,000	\$ 56,000	\$ 58,000	\$ 59,000	\$ 61,000	\$ 63,000	\$ 65,000	\$ 67,000	\$ 69,000	\$ 71,000	
WRF - 15.1	Valve and Gate Replacement Program	Recurring	\$ 1,049,000	Split WW/RW	\$ 68,000	\$ 70,000	\$ 73,000	\$ 75,000	\$ 77,000	\$ 129,000	\$ 133,000	\$ 137,000	\$ 141,000	\$ 145,000	
WRF - 15.2	Small Pump and Motor Replacement Program	Recurring	\$ 2,627,000	Split WW/RW	\$ 229,000	\$ 236,000	\$ 243,000	\$ 250,000	\$ 258,000	\$ 265,000	\$ 273,000	\$ 282,000	\$ 290,000	\$ 299,000	
WRF - 15.3	Instrumentation Replacement Program	Recurring	\$ 826,000	Split WW/RW	\$ 72,000	\$ 74,000	\$ 76,000	\$ 79,000	\$ 81,000	\$ 83,000	\$ 86,000	\$ 89,000	\$ 91,000	\$ 94,000	
WRF - 15.4	Miscellaneous Equipment Replacement Program	Recurring	\$ 163,000	Split WW/RW	\$ 14,000	\$ 15,000	\$ 15,000	\$ 16,000	\$ 16,000	\$ 17,000	\$ 17,000	\$ 18,000	\$ 18,000	\$ 19,000	
WRF - 15.5	Mechanical and Yard Piping Replacement Program	Recurring	\$ 1,913,000	Split WW/RW	\$ 167,000	\$ 172,000	\$ 177,000	\$ 182,000	\$ 188,000	\$ 193,000	\$ 199,000	\$ 205,000	\$ 211,000	\$ 217,000	
4S RANCH WRF 5-YEAR WASTEWATER TOTAL			\$ 3,273,000		\$ 753,600	\$ 1,220,400	\$ 493,800	\$ 396,600	\$ 408,600						
4S RANCH WRF 5-YEAR RECYCLED WATER TOTAL			\$ 7,413,000		\$ 355,400	\$ 914,600	\$ 711,200	\$ 2,881,400	\$ 2,550,400						
4S RANCH WRF 5-YEAR TOTAL			\$ 10,686,000		\$ 1,109,000	\$ 2,135,000	\$ 1,205,000	\$ 3,278,000	\$ 2,959,000						
4S RANCH WRF 10-YEAR WASTEWATER TOTAL			\$ 8,272,800		\$ 753,600	\$ 1,220,400	\$ 493,800	\$ 396,600	\$ 408,600	\$ 1,181,000	\$ 1,946,000	\$ 478,800	\$ 584,000	\$ 810,000	\$ 3,018,000
4S RANCH WRF 10-YEAR RECYCLED WATER TOTAL			\$ 9,341,200		\$ 355,400	\$ 914,600	\$ 711,200	\$ 2,881,400	\$ 2,550,400	\$ 300,000	\$ 400,000	\$ 562,200	\$ 328,000	\$ 338,000	\$ -
4S RANCH WRF 10-YEAR TOTAL			\$ 17,614,000		\$ 1,109,000	\$ 2,135,000	\$ 1,205,000	\$ 3,278,000	\$ 2,959,000	\$ 1,481,000	\$ 2,346,000	\$ 1,041,000	\$ 912,000	\$ 1,148,000	\$ 3,018,000
Collection System CIP Project List															
CS - 10.3	Sewer Pump Station Transient Surge Analyses	Extra High	\$ 9,000	WW	\$ 9,000										
CS - 10.1	Del Dios SPS Wet Well and Storage Tank Liner Replacement	Extra High	\$ 867,000	WW	\$ 127,000	\$ 740,000									
CS - 6.1	Neighborhood #3 SPS Wet Well Liner Improvements	High	\$ 85,000	WW		\$ 84,000									
CS - 10.2	Del Dios SPS Improvements	High	\$ 3,776,000	WW			\$ 552,000	\$ 3,223,000							
CS - 9.1	Midpoint SPS Improvements	Medium	\$ 2,179,000	WW				\$ 319,000	\$ 1,860,000						
CS - 6.2	Neighborhood #3 SPS Improvements	Medium	\$ 2,552,000	WW					\$ 373,000	\$ 2,179,000					
CS - 7.1	Fire House Pump Station Replacements	Medium	\$ 595,000	WW							\$ 87,000	\$ 509,000			
CS - 8.1	Santaluz Pump Station Improvements	Medium	\$ 1,094,000	WW								\$ 160,000	\$ 933,000		
CS - 15.1	Avenida Apice and Avenida Orilla Pump Station Improvements	Low	\$ 223,000	WW										\$ 33,000	\$ 190,000
CS - 16.1	Cerro Del Sol #1 and Cerro Del Sol #2 Pump Station Improvements	Low	\$ 282,000	WW										\$ 41,000	\$ 241,000
CS - 12.1	Camino Sin Puente #2 Pump Station Improvements	Low	\$ 532,000	WW											\$ 533,000
CS - 11.1	Camino Sin Puente #1 Pump Station Improvements	Low	\$ 545,000	WW											\$ 543,000
CS - 13.1	Camino Sin Puente #3 Pump Station Improvements	Low	\$ 532,000	WW											\$ 533,000
CS - 14.1	Camino Sin Puente #4 Pump Station Improvements	Low	\$ 585,000	WW											\$ 584,000
CS - 1.1	Collection System Pipeline Rehabilitation and Replacement	Recurring	\$ 447,000	WW	\$ 39,000	\$ 40,000	\$ 42,000	\$ 43,000	\$ 44,000	\$ 45,000	\$ 47,000	\$ 48,000	\$ 50,000	\$ 51,000	
CS - 2.1	Collection System Manhole Rehabilitation Program	Recurring	\$ 784,000	WW	\$ 68,000	\$ 71,000	\$ 73,000	\$ 75,000	\$ 77,000	\$ 79,000	\$ 82,000	\$ 84,000	\$ 87,000	\$ 89,000	
CS - 3.1	Pump Station Rehabilitation and Maintenance Program	Recurring	\$ 836,000	WW	\$ 73,000	\$ 75,000	\$ 77,000	\$ 80,000	\$ 82,000	\$ 84,000	\$ 87,000	\$ 90,000	\$ 92,000	\$ 95,000	
COLLECTION SYSTEM 5-YEAR TOTAL			\$ 8,246,000		\$ 316,000	\$ 1,010,000	\$ 744,000	\$ 3,740,000	\$ 2,436,000						
COLLECTION SYSTEM 10-YEAR TOTAL			\$ 13,298,000		\$ 316,000	\$ 1,010,000	\$ 744,000	\$ 3,740,000	\$ 2,436,000	\$ 2,387,000	\$ 303,000	\$ 891,000	\$ 1,162,000	\$ 309,000	\$ 2,624,000
DISTRICT 5-YEAR WASTEWATER TOTAL			\$ 11,519,000		\$ 1,069,600	\$ 2,230,400	\$ 1,237,800	\$ 4,136,600	\$ 2,844,600						
DISTRICT 5-YEAR RECYCLED WATER TOTAL			\$ 7,413,000		\$ 355,400	\$ 914,600	\$ 711,200	\$ 2,881,400	\$ 2,550,400						
DISTRICT 5-YEAR TOTAL			\$ 18,932,000		\$ 1,425,000	\$ 3,145,000	\$ 1,949,000	\$ 7,018,000	\$ 5,395,000						
DISTRICT 10-YEAR WASTEWATER TOTAL			\$ 21,570,800		\$ 1,069,600	\$ 2,230,400	\$ 1,237,800	\$ 4,136,600	\$ 2,844,600	\$ 3,568,000	\$ 2,249,000	\$ 1,369,800	\$ 1,746,000	\$ 1,119,000	\$ 5,642,000
DISTRICT 10-YEAR RECYCLED WATER TOTAL			\$ 9,341,200		\$ 355,400	\$ 914,600	\$ 711,200	\$ 2,881,400	\$ 2,550,400	\$ 300,000	\$ 400,000	\$ 562,200	\$ 328,000	\$ 338,000	\$ -
DISTRICT 10-YEAR TOTAL			\$ 30,912,000		\$ 1,425,000	\$ 3,145,000	\$ 1,949,000	\$ 7,018,000	\$ 5,395,000	\$ 3,868,000	\$ 2,649,000	\$ 1,932,000	\$ 2,074,000	\$ 1,457,000	\$ 5,642,000

Note: 2035+ Projects are not included in the 10-Year CIP Totals and are also not reflected in the recurring projects.

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Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Jennifer Joslin, Human Resources Manager
Via: Kimberly A. Thorner, General Manager
Subject: **CONSIDER ANNUAL UPDATE OF THE DISTRICT’S FIVE-YEAR STAFFING ANALYSIS**

Purpose

The purpose of this agenda item is to update the five-year Staffing Analysis for the District. The Staffing Analysis forecasts organizational and personnel changes necessary to maintain a successful workforce plan for the next five fiscal years (FY 2024-2025 to 2028-2029). This document will continue to be updated and presented to the Board annually with consideration of the two-year budget constraints.

Most importantly, this document shows the necessary staffing levels for the coming fiscal year to increase department efficiencies, provide better business practices, and prepare our future leaders including via Grow Your Own “GYO” promotional opportunities. This Staffing Analysis also serves as a key reference tool for District succession planning purposes.

This memo and the included five-year proposed organizational charts have been presented to the Board Personnel Committee (President Guerin and Director Hahn) and the Human Resources/Employee Association Team “HEART” Committee (composed of the BUMA and DEA employee bargaining unit representatives as well as the Supervisor and Manager group representatives).

Recommendation

There are no recommended staff changes for the coming 2024-2025 fiscal year. Thus, no Board action is required. Staff will continue to present to the Board the Staffing Analysis document with recommendations for Board consideration and approval each fiscal year. The staffing level for the coming 2024-2025 fiscal year will remain 95 total Board approved positions as no additional positions are being requested. The Senior Risk Administrative Analyst position that was originally projected for 2024-2025 has been delayed to 2025-2026 and will result in cost savings in year one of the proposed two-year budget. **Please note that two vacant Utility positions that were previously frozen by the General Manager in 2020-2021 due to COVID-19 will continue to be frozen, therefore, the actual headcount will remain 93 until the positions are unfrozen.**

95	Board Approved Positions (current)
+ 0	<u>Position Requested</u>
=95	Recommended Positions

Alternative(s)

The Board could make other recommendations for staff to analyze and bring back for consideration.

Background

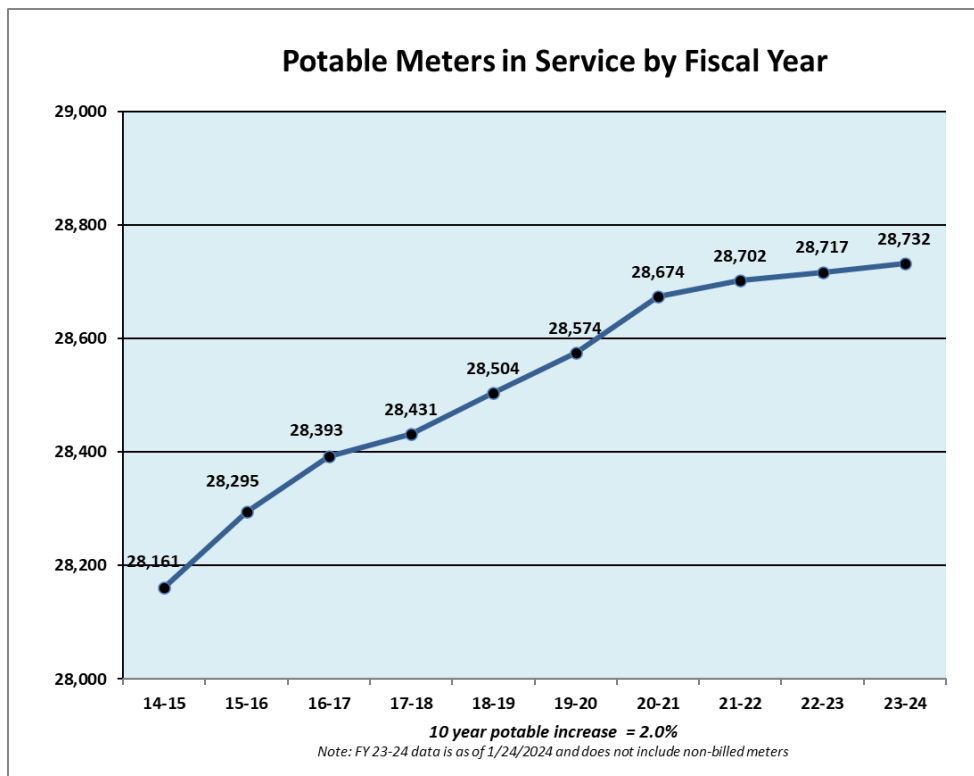
This Staffing Analysis was first presented to the Board and accepted in May of 2005 to forecast staffing levels and to serve as a succession planning tool for the District. The analysis continues to be a collaborative staff process with all District Departments participating. The Staffing Analysis takes into consideration the District's Mission Statement, Goals and Objectives, budget, economic revenue and constraints, and the Comprehensive Water Master Plan. Areas that impact the forecasting of the analysis include determining the levels of service provided, operating satellite facilities (including the Water Treatment Plant, 4S Water Reclamation Facility, and Elfin Forest Recreational Reserve), and contracting labor.

As a living document, the most extended projections are subject to the most change. Staff is committed to seeking innovative and better ways of doing business to contain costs, improve efficiency, and meet regulatory requirements while meeting customer expectations. The challenge facing the District is to effectively perform the core District functions while maintaining established customer service levels, costs, and staffing at acceptable levels.

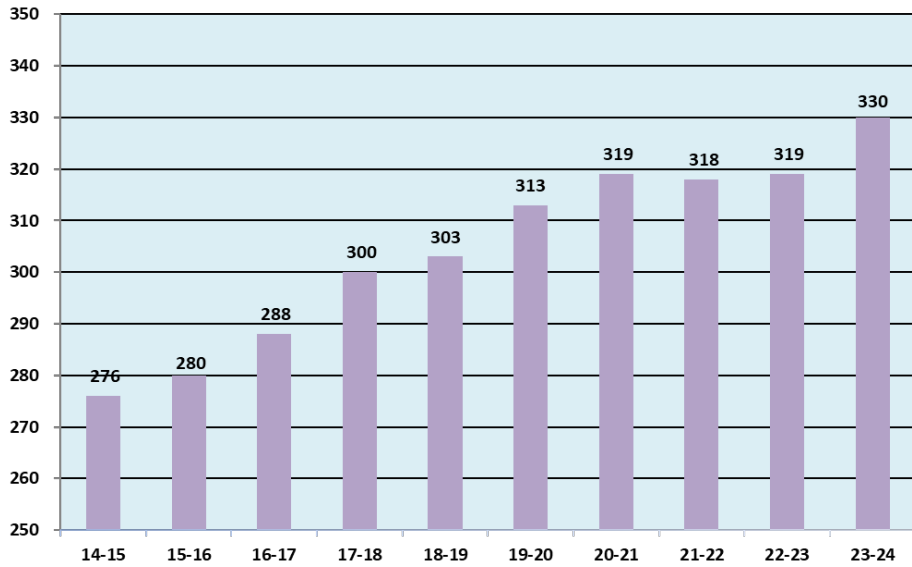
Since the Staffing Analysis was first presented to the Board nearly 20 years ago, the District has continued to grow and has experienced an increase in service demand in potable water, sewer, and recycled water. The District continues to increase recycled water sites throughout its service area and recycled water purchase agreements with other agencies. The District plans to continue expanding its recycled water program by way of projects such as the Calle Barcelona, Village Park, and Summerhill Recycled Water Projects.

In addition to supporting continued growth as detailed below, District staff have developed a proactive preventive maintenance program to protect existing infrastructure. The valve replacement, cathodic protection, and membrane replacement projects are a few examples of the ongoing work being performed to maximize the reliability of the District’s systems.

As of January 2024, the District had 28,732 active potable meters and 330 active recycled meters. The graphs on the next pages depict historical District growth as shown by the number of in service potable water meters (2.0% increase), recycled water meters (19.6% increase), and 7,334 sewer equivalent dwelling units (EDUs) (5.7% increase) over the past 10 years.



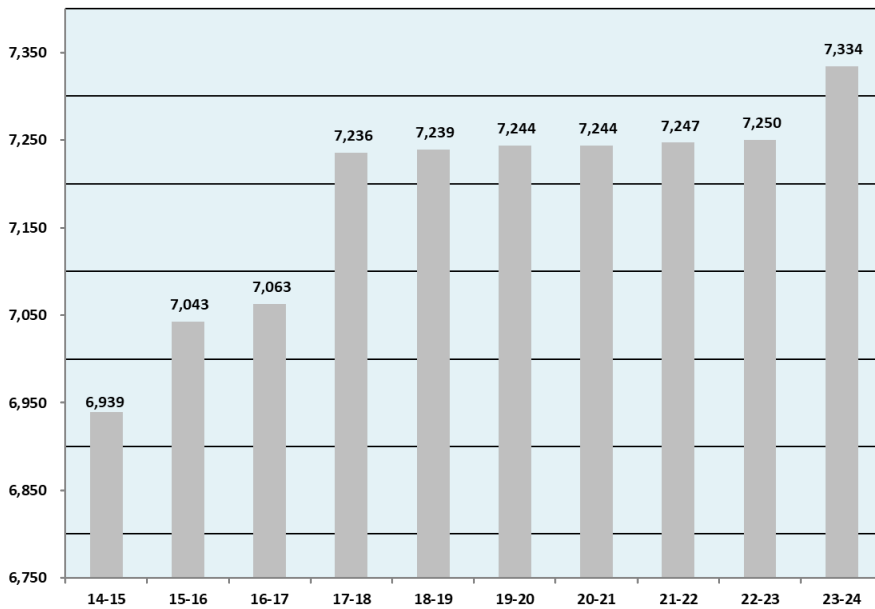
Recycled Water Meters in Service by Fiscal Year



10 year recycled increase = 19.6%

Note: FY 23-24 data is as of 1/24/2024

Sewer EDUs in Service by Fiscal Year



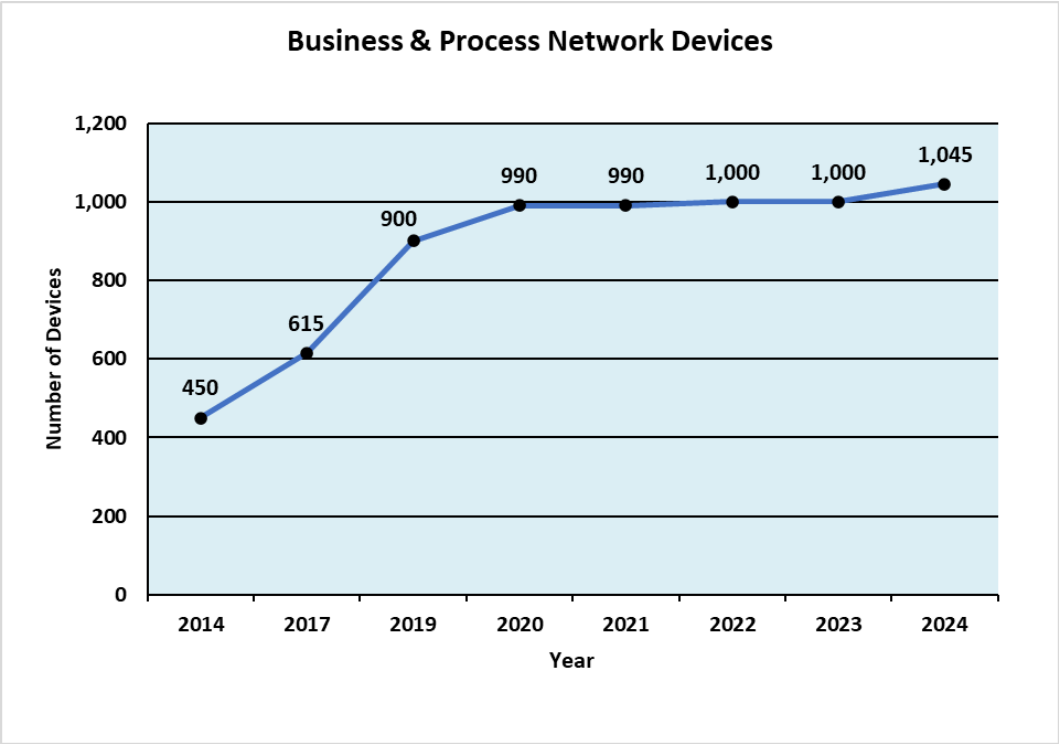
10 year sewer increase = 5.7%

Note: FY 23-24 data is as of 1/24/2024, includes active EDUs no stand-by included.

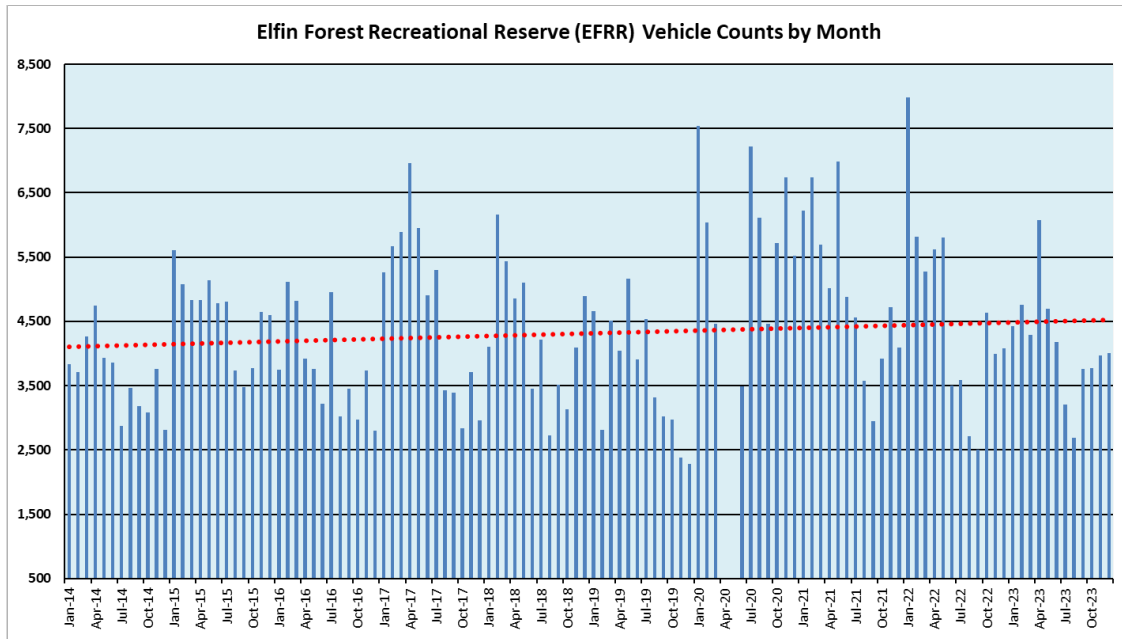
Current FY year growth reflects annexation of a new development.

In addition to customer meters and sewer EDUs, the District’s information technology (IT) infrastructure has continued to expand as well. The IT infrastructure is made up of a wide variety of hardware assets and devices which serve to support the District’s business and process supervisory control and data acquisition (SCADA) networks.

Network devices include workstations, laptops, iPads, MacBooks, touchscreens, smartphones, routers, firewalls, wireless access points, servers, and switches, all of which require configuration, monitoring, updates, testing and periodic replacement. In 2014, there were approximately 450 devices that resided on various District networks. In early 2024, there are approximately 1,045 devices which is a 232% increase over ten years. The following graph shows this increase over time, which is expected to continue for the foreseeable future.

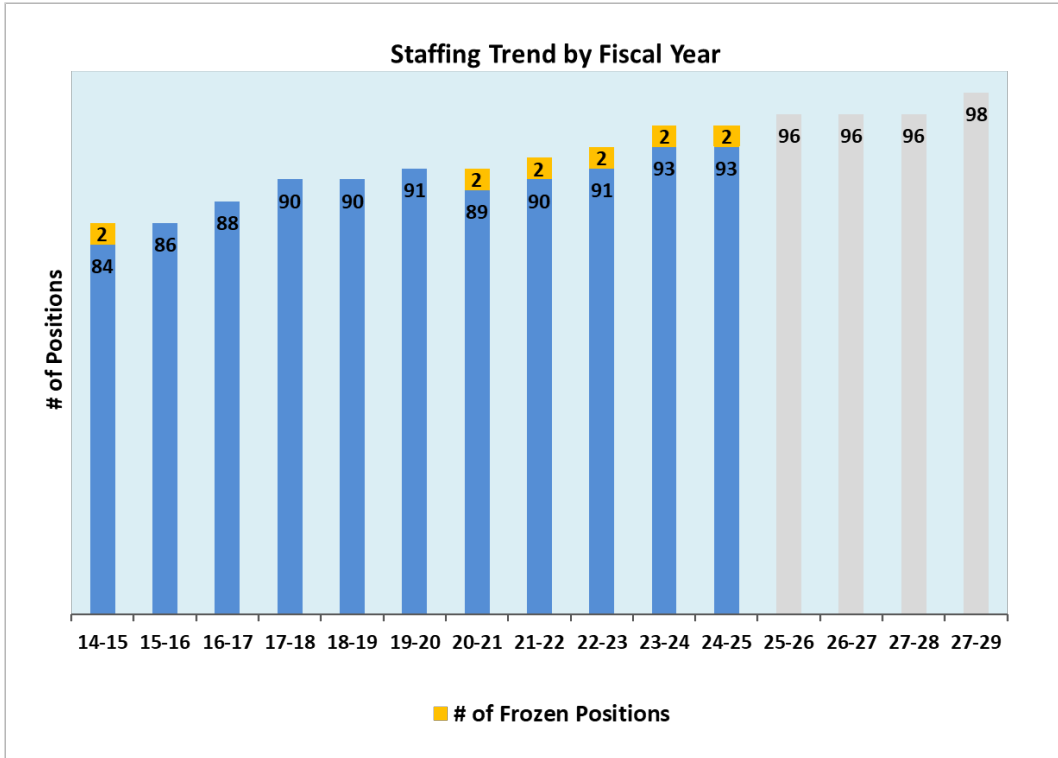


The following chart indicates a general increase in the number of vehicles and corresponding visitors to the Elfin Forest Recreational Reserve (EFRR) over time as highlighted by the trend line. The data represented is the actual number of vehicles the EFRR car counter captured each month during the last ten years through December of 2023. While the data varies from month to month, and EFRR visitation over the last few years was impacted by multiple factors such as COVID-19, the availability of parking, and closures due to weather, the total number of park visitors as reflected by the vehicle counts has steadily increased over the past ten years.



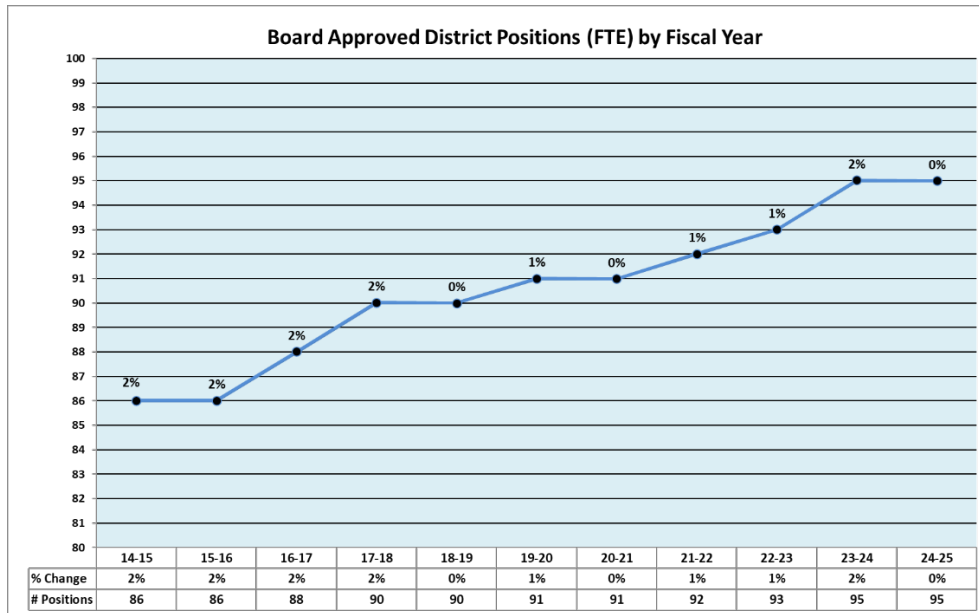
The following chart depicts the District’s total approved staffing levels over the past ten fiscal years as well as projected future staffing levels for the next five fiscal years. A reduction in headcount took place starting in FY 2010-2011 as indicated by the number of frozen positions (in yellow) which were part of “holding the line” with positions continuing to be frozen each year through FY 2014-2015.

In addition to the frozen positions, one limited term Utility I position was eliminated in FY 2010-2011 and one Park Ranger position was eliminated from the budget starting in FY 2011-2012 which also contributed to the decrease in total staffing levels during the “holding the line” period. In FY 2020-2021, two vacant Utility positions were frozen due to COVID-19, therefore, the actual headcount was 89, in FY 2021-2022 the headcount was 90, in FY 2022-2023 the headcount was 91, and in FY 2023-2024 the headcount was 93. For the coming, 2024-2025 fiscal year, the two Utility positions will continue to be frozen (with the exact level Utility I/II/III dependent on department need) keeping the headcount at 93 total staff.



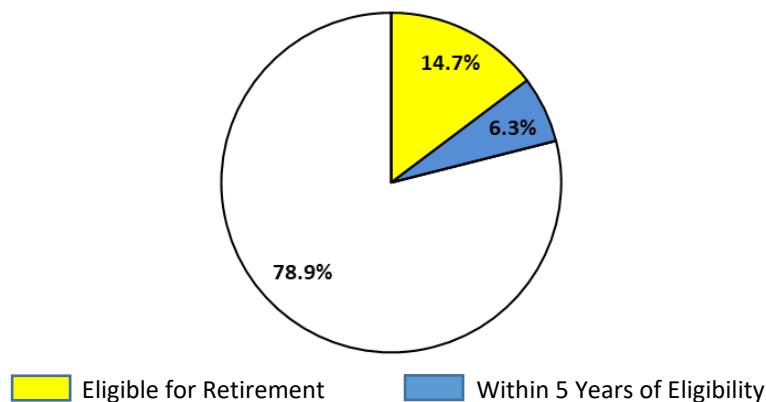
The following chart also shows the approved staffing level as a trend over the past 10 years including percent change in approved staffing from year to year. Staffing levels were reduced during the “holding the line” period, then slowly increased until reaching the pre-freeze level in FY 2015-2016 with 86 approved positions.

Two new positions were added in FY 2016-2017, the Assistant General Manager (AGM) and Department Assistant I for the new AGM. In FY 2017-2018 two new additional positions were also approved, the IT Senior Systems Administrator and the Cathodic Protection Technician. For FY 2018-2019, no additions were requested. In FY 2019-2020, one Administrative Analyst position was approved. For FY 2020-2021, no additions were requested. For FY 2021-2022, one IT Systems Administrator position was approved. For FY 2022-2023, one Water Treatment Plant Operator Level II position was approved. In FY 2023-2024, one Collection System Operator and one Customer Service Representative I were approved. For the coming FY 2024-2025, no new positions are being requested. Thus, the recommended staffing level will remain at 95 total positions, with two positions frozen.



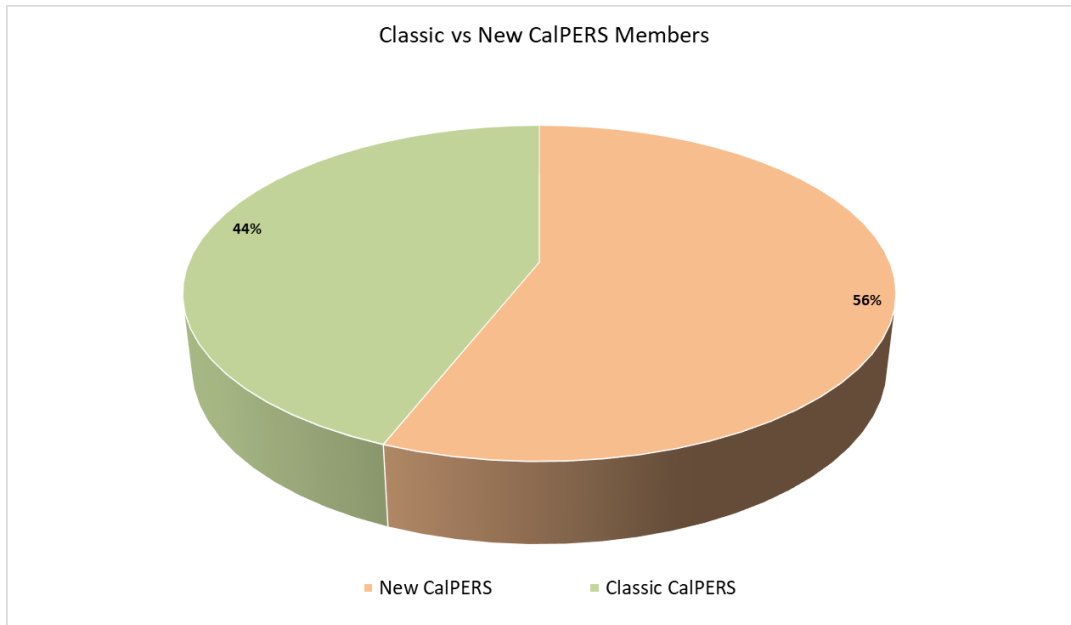
The number of employees that will be eligible for retirement places an additional emphasis on workforce stability and the need for succession planning. For FY 2024-2025 approximately 14.7% of staff will be eligible for full CalPERS retirement benefits based on their age and CalPERS retirement benefits formula (classic versus new members.) In addition, another 6.3% of staff will be within five years of full retirement eligibility. Thus, as illustrated on the following chart, approximately 21.1% of total staff (20 of proposed 95 total employees) will be either already eligible or within 5 years of eligibility for retirement during the coming FY 2024-2025.

FY 2024-2025 Potential Retirement Eligibility



By 2028, the number of employees reaching retirement eligibility jumps to 40%. Staff will work on cross training, mentoring, and succession planning in areas that will see turnover.

Currently less than half (44%) of the employees are CalPERS classic members while a majority (56%) are new PEPPRA members as required for new CalPERS members hired after January 1, 2013. Under the classic 2.5% at 55 formula the minimum retirement age is 50, while under the new 2% at 62 formula the minimum age is 52 with full benefits at the retirement age of 55 and 62 respectively.



The amount of new CalPERS (PEPPRA) members will be increasing over time as new hires come on board replacing classic members especially for entry-level positions that do not require prior water industry or public sector experience. For higher level positions that require more experience, positions may be filled with classic or new members depending on job requirements and candidate experience. Five years ago, approximately a third (34%) of employees were new members while now they comprise over half (56%) of total staff.

The District CalPERS employer contribution cost is significantly less for new versus classic members. These required employer retirement pension costs are determined annually by CalPERS. The employer cost is composed of two components, a percentage of bi-weekly payroll plus an annual unfunded lump sum liability payment.

CalPERS lowered their assumed rate of investment return, also known as the discount rate, from 7.5% to 7.0% over a three year period. The CalPERS Board then voted to lower the discount rate further to 6.8% on July 1, 2021. The CalPERS Board also changed their actuarial amortization policy assumptions effective on June 30, 2019 starting with the 2021-2022 fiscal year. The actuarial policy changes include a shorter amortization period from 30 to 20 years, level dollar amortization payments for unfunded accrued

liability and elimination of the five year ramp up and ramp down “rate smoothing.” These changes will impact future employer contribution requirements by increasing the percentage of payroll costs and the employer annual unfunded liability payments. As a result, employers that contract with CalPERS will see additional increases in their normal costs and unfunded actuarial liabilities over the next few years even as the number of classic members decreases.

Per the most recent Annual Valuation Report for FY 2024-2025, the District required employer contributions (normal cost plus unfunded liability payment) will be increasing over the next five years as shown on the following tables.

Employer CalPERS Contributions – Classic Members					
Fiscal Year	2024-25 (Actual)	2025-26 (Projected)	2026-27 (Projected)	2027-28 (Projected)	2028-29 (Projected)
Employer Normal Cost (% of Payroll)	13.41%	13.4%	13.4%	13.4%	13.4%
Annual Unfunded Liability Payment	\$1,313,228	\$1,496,000	\$1,679,000	\$1,863,000	\$2,046,000

Employer CalPERS Contributions – New Members					
Fiscal Year	2024-25 (Actual)	2025-26 (Projected)	2026-27 (Projected)	2027-28 (Projected)	2028-29 (Projected)
Employer Normal Cost (% of Payroll)	7.87%	7.9%	7.9%	7.9%	7.9%
Annual Unfunded Liability Payment	\$12,074	\$20,000	\$29,000	\$37,000	\$45,000

For the current 2023-2024 fiscal year, the District has budgeted the required payroll-based employer contribution portion (13.34% of payroll for classic members and 7.68% for new members) plus the required annual unfunded liability payments (\$1,145,762 for classic members and \$0 for new members) for a total of approximately \$2.1 million in required employer CalPERS contributions.

For fiscal year 2022-2023, the District paid the required payroll-based employer contribution portion of \$848,445 (11.59% of payroll for classic members and 7.47% for new members) plus the required annual unfunded liability payment of \$1,217,025

(\$1,209,090 for classic members and \$7,935 for new members) for a total of approximately \$2.06 million in required employer CalPERS contributions.

Fiscal Impact

No fiscal impact as no changes or additions are being requested for 2024-2025. Note that the Senior Risk Administrative Analyst position that was originally projected for 2024-2025 has been delayed to 2025-2026 and will result in cost savings in year one of the proposed two-year budget. In addition, two Utility positions will remain unfilled for 2024-2025 contributing to reduced labor costs.

Discussion

Organizational Charts

The following organizational charts reflect current and anticipated workforce needs required to maintain service levels. These charts serve as projections of forecasted staffing changes which will later need budget approval. Staff will continue to present to the Board the Staffing Analysis document with recommendations for Board consideration and approval each fiscal year.

The organizational charts were color coded to identify anticipated changes and employees currently eligible for retirement (in yellow) or close to retirement age (in blue) for succession planning. Color pie charts were also included to depict workforce age as employees near eligibility for retirement. For those employees eligible for or within five years of retirement age, it has also been noted if a CalPERS new or classic member. The current 2023-2024 organizational chart is included for comparison purposes. The organizational charts for FY 2025-2026 and beyond reflect possible future staffing projections.

Organizational charts projecting labor needs for the next 5 fiscal years are attached as follows:

- 2024-2025
- 2025-2026
- 2026-2027
- 2027-2028
- 2028-2029

The FY 2024-2025 Organizational chart reflects:

No changes anticipated for 2024-2025. Two Utility positions will remain frozen.

The FY 2025-2026 Organizational chart reflects:

For FY 2025-2026, staff recommends the addition of a new Senior Risk Administrative Analyst position (delayed from original 2024-2025 projection). This position will primarily be responsible for assisting the Human Resources and General Manager's departments with litigation preparation and claims processing. While the exact pay grade is yet to be determined, it is anticipated that this will be an exempt level job classification.

Staff also recommend the reclassification of one Pump/Motor Technician Level I position to a Level II via the internal Grow Your Own (GYO) program. This reclassification would not increase headcount, but instead serve as a training tool for succession planning purposes. The proposed total headcount for FY 2025-2026 will be 96 total employees.

The FY 2026-2027 Organizational chart reflects:

No changes anticipated for 2026-2027.

The FY 2027-2028 Organizational chart reflects:

No changes anticipated for 2027-2028.

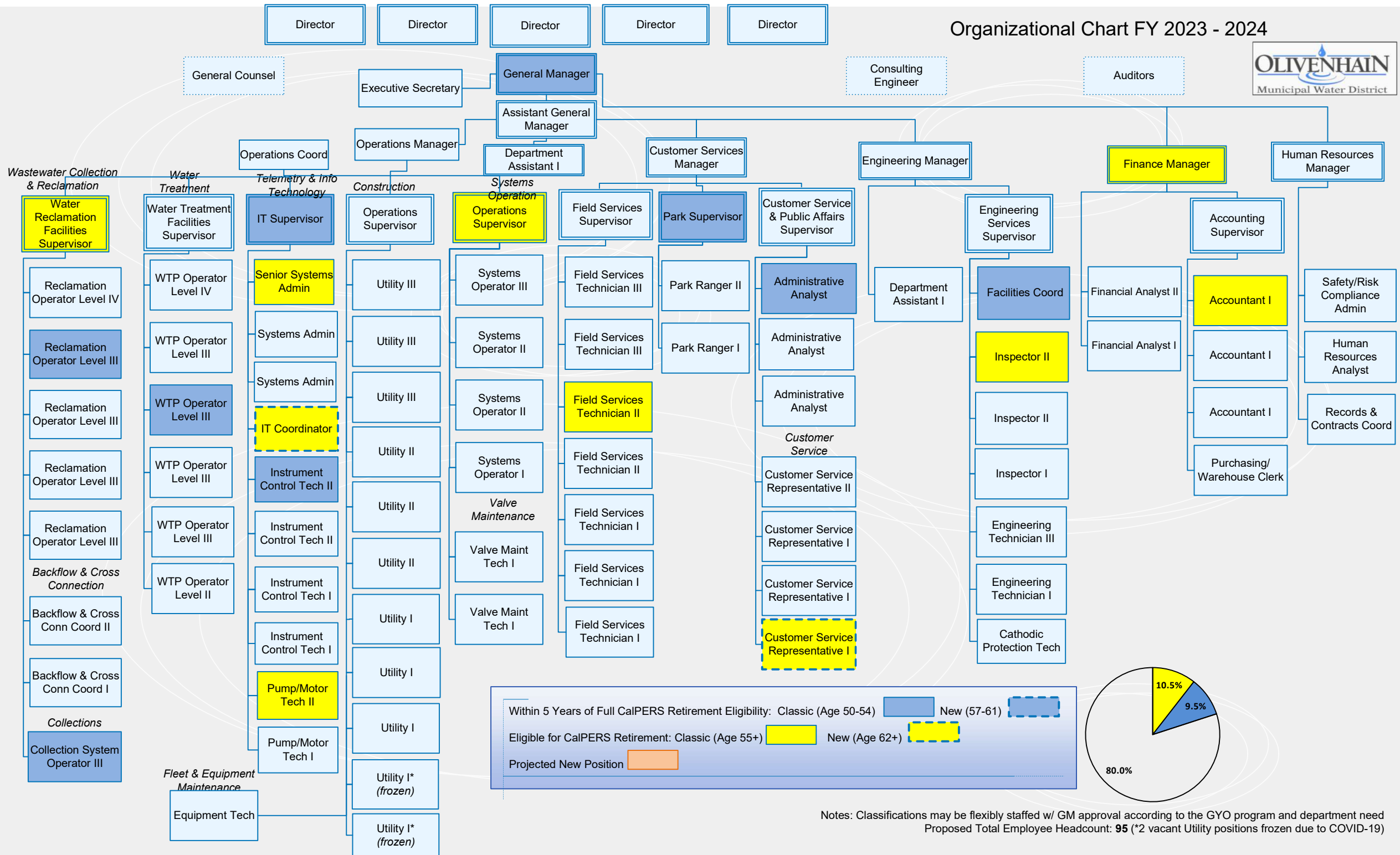
The FY 2028-2029 Organizational chart reflects:

For FY 2028-2029, staff recommend the addition of a new Technical Services Manager. This Manager is expected to oversee the operations of the 4S Ranch Water Reclamation Facility and Water Treatment Plant and their staff members. In addition, the brackish/reuse plant and staff are anticipated to come on-line during this timeframe, which will also be managed by the Technical Services Manager position. The Information Technology division (including Pump/Motor Technicians and Instrument Control Technicians) is also projected to be moved under this new Technical Services Manager; however, this will be determined as we move closer in time.

In addition, a Department Assistant I position is projected to be added to assist with the necessary various administrative duties of the plants and the new Manager. This position will report directly to the Technical Services Manager. Of note, the Technical

Services Manager and Department Assistant I position addition is contingent upon the addition of the new brackish plant. The proposed total headcount for FY 2028-2029 will be 98 total employees.

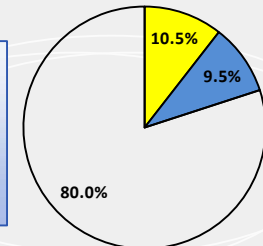
Organizational Chart FY 2023 - 2024



Within 5 Years of Full CalPERS Retirement Eligibility: Classic (Age 50-54) New (57-61)

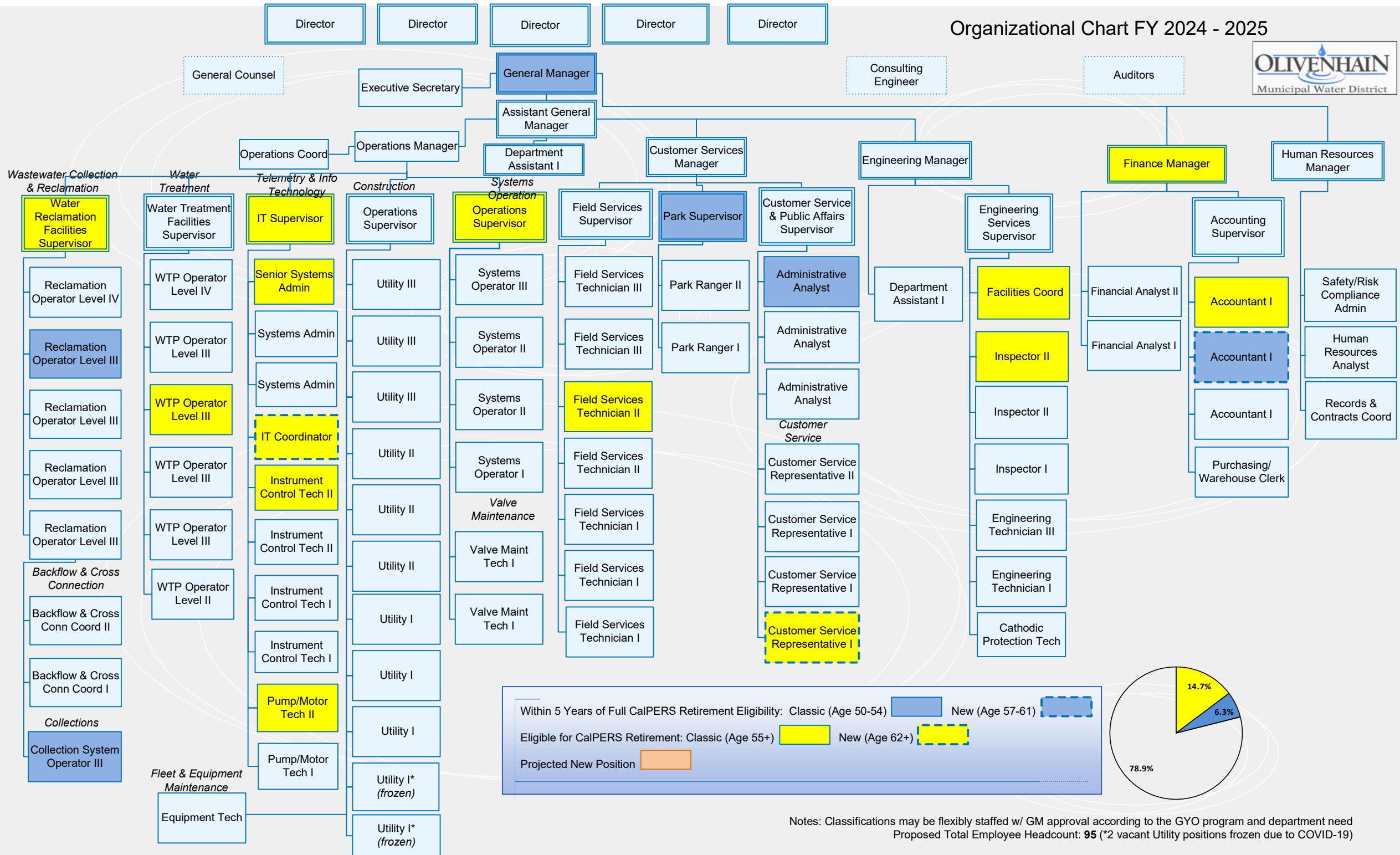
Eligible for CalPERS Retirement: Classic (Age 55+) New (Age 62+)

Projected New Position

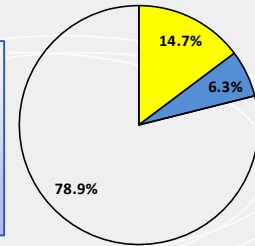


Notes: Classifications may be flexibly staffed w/ GM approval according to the GYO program and department need
Proposed Total Employee Headcount: **95** (*2 vacant Utility positions frozen due to COVID-19)

Organizational Chart FY 2024 - 2025

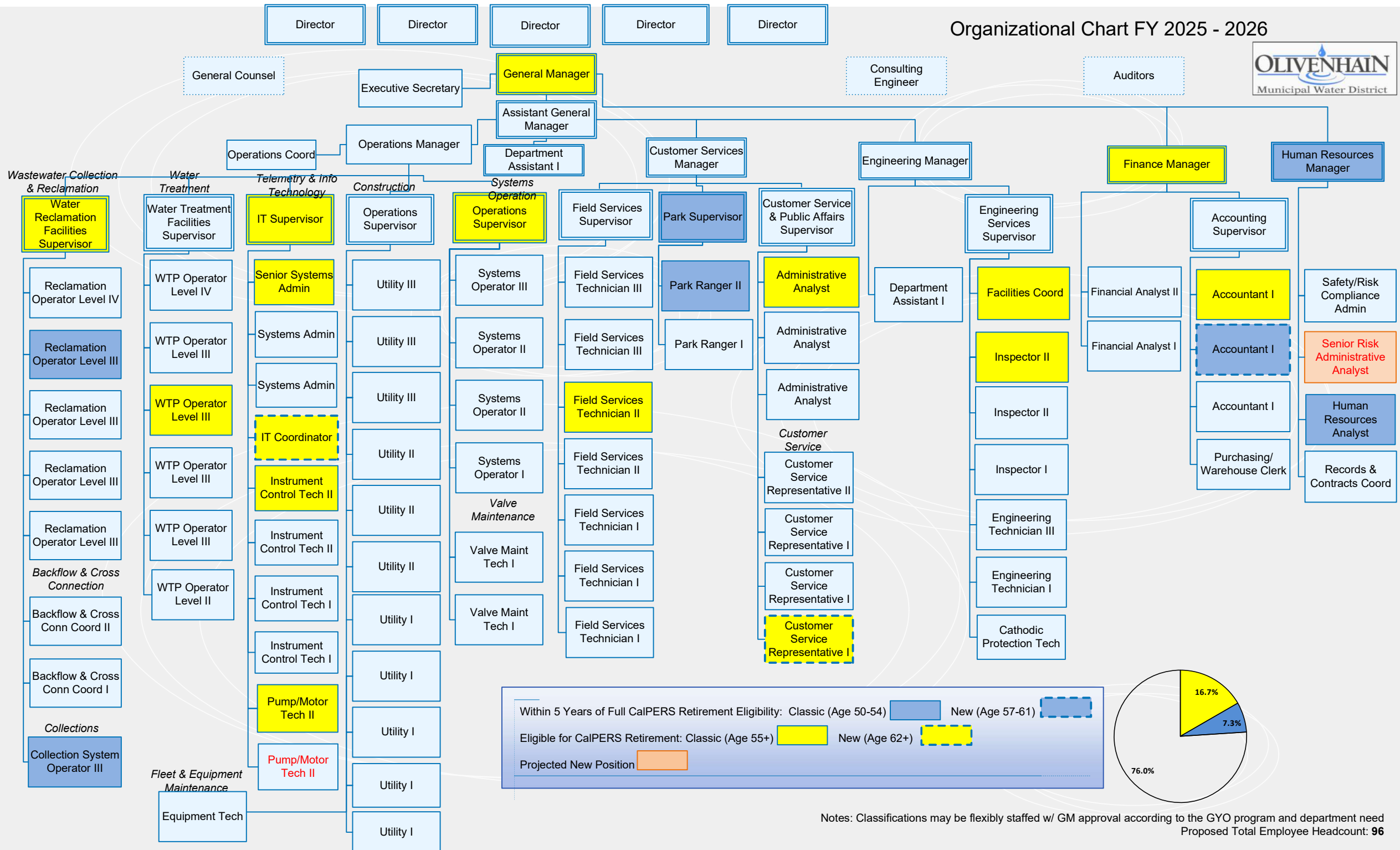


Within 5 Years of Full CalPERS Retirement Eligibility: Classic (Age 50-54) New (Age 57-61)
 Eligible for CalPERS Retirement: Classic (Age 55+) New (Age 62+)
 Projected New Position



Notes: Classifications may be flexibly staffed w/ GM approval according to the GYO program and department need
 Proposed Total Employee Headcount: **95** (*2 vacant Utility positions frozen due to COVID-19)

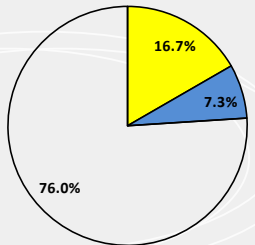
Organizational Chart FY 2025 - 2026



Within 5 Years of Full CalPERS Retirement Eligibility: Classic (Age 50-54) New (Age 57-61)

Eligible for CalPERS Retirement: Classic (Age 55+) New (Age 62+)

Projected New Position

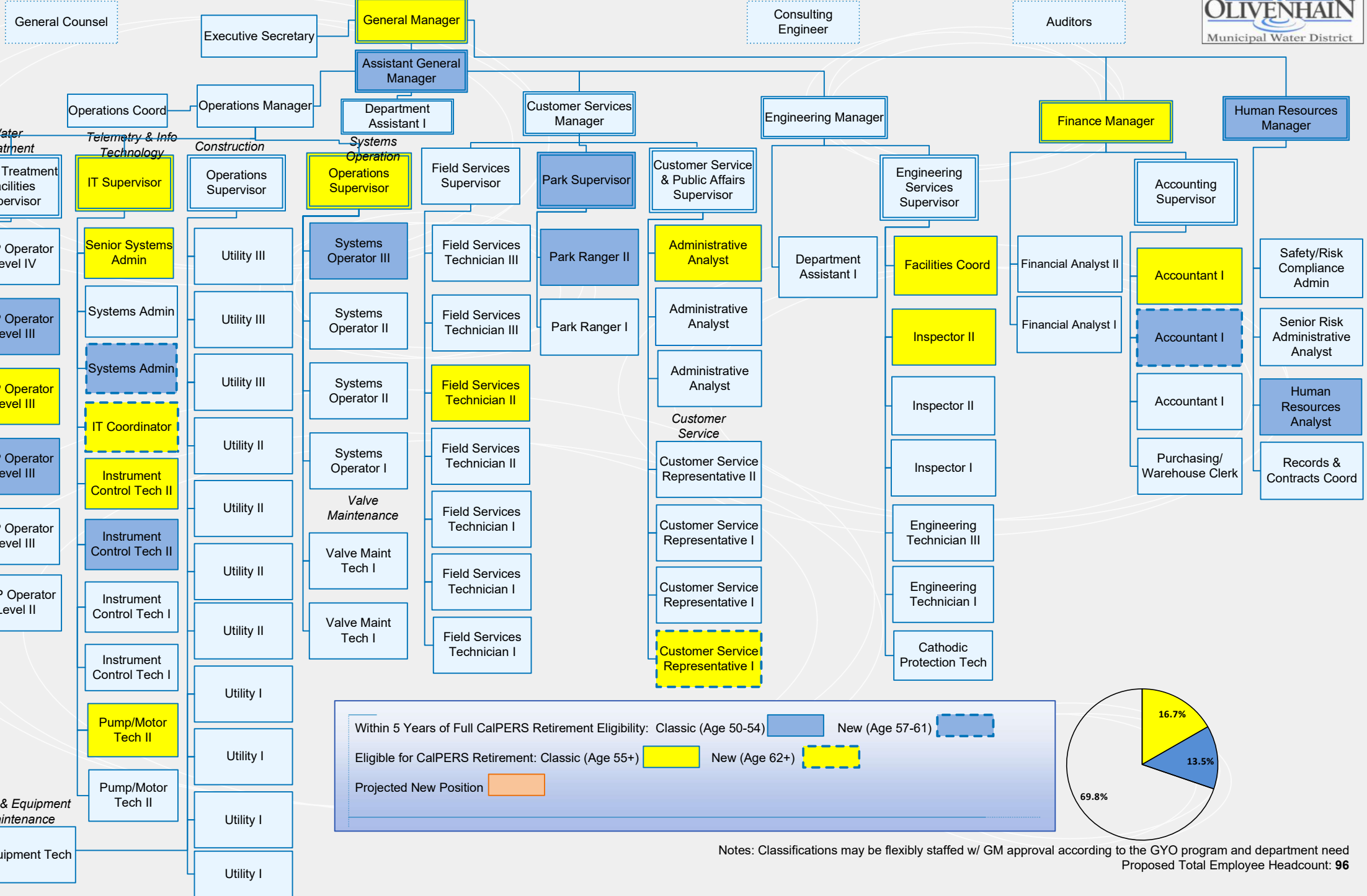


Notes: Classifications may be flexibly staffed w/ GM approval according to the GYO program and department need
Proposed Total Employee Headcount: **96**

Organizational Chart FY 2026 - 2027



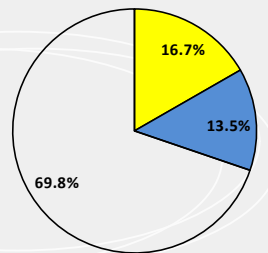
Director Director Director Director Director



Within 5 Years of Full CalPERS Retirement Eligibility: Classic (Age 50-54) New (Age 57-61)

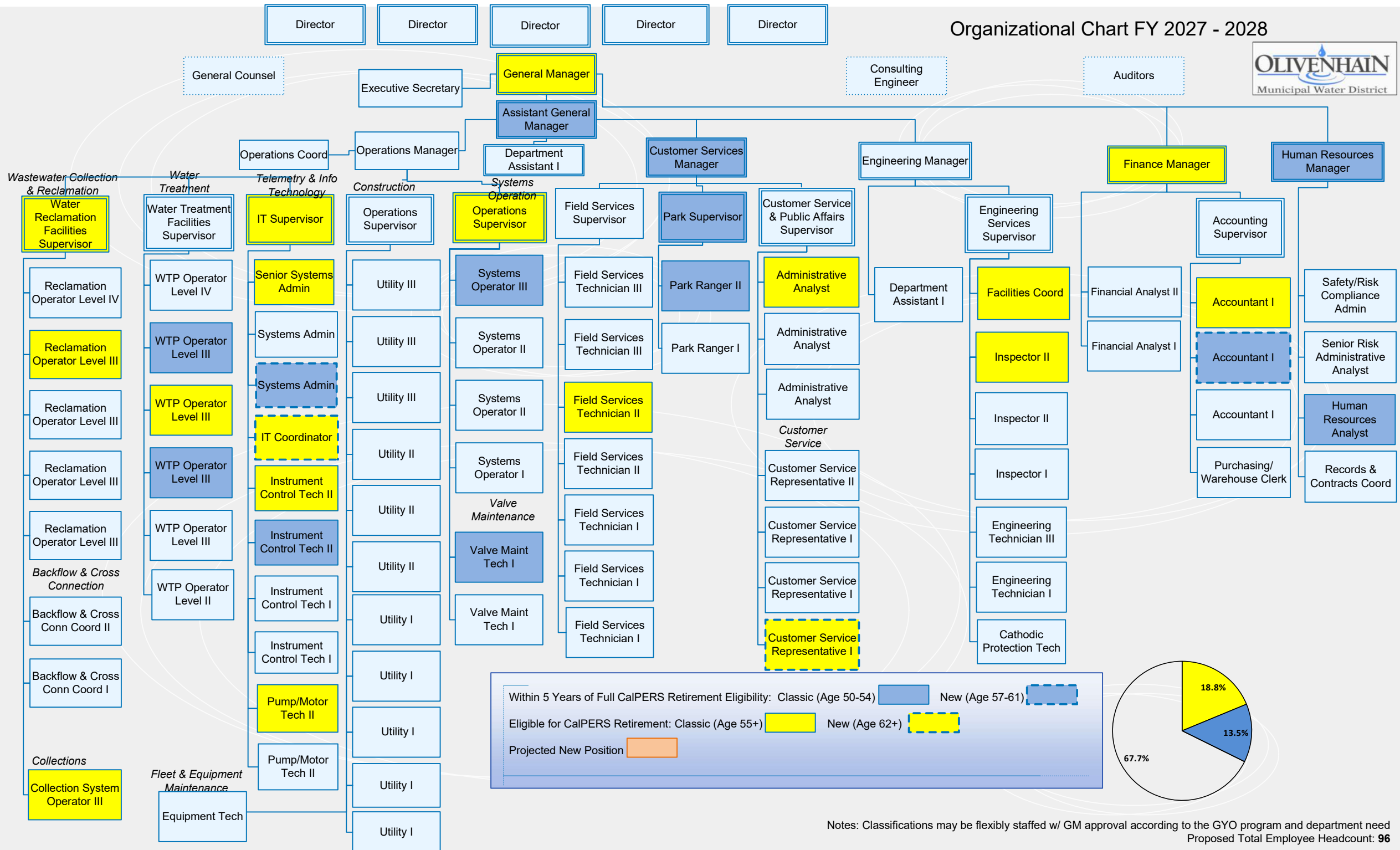
Eligible for CalPERS Retirement: Classic (Age 55+) New (Age 62+)

Projected New Position

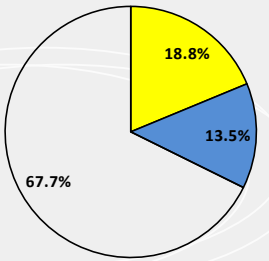


Notes: Classifications may be flexibly staffed w/ GM approval according to the GYO program and department need
Proposed Total Employee Headcount: 96

Organizational Chart FY 2027 - 2028

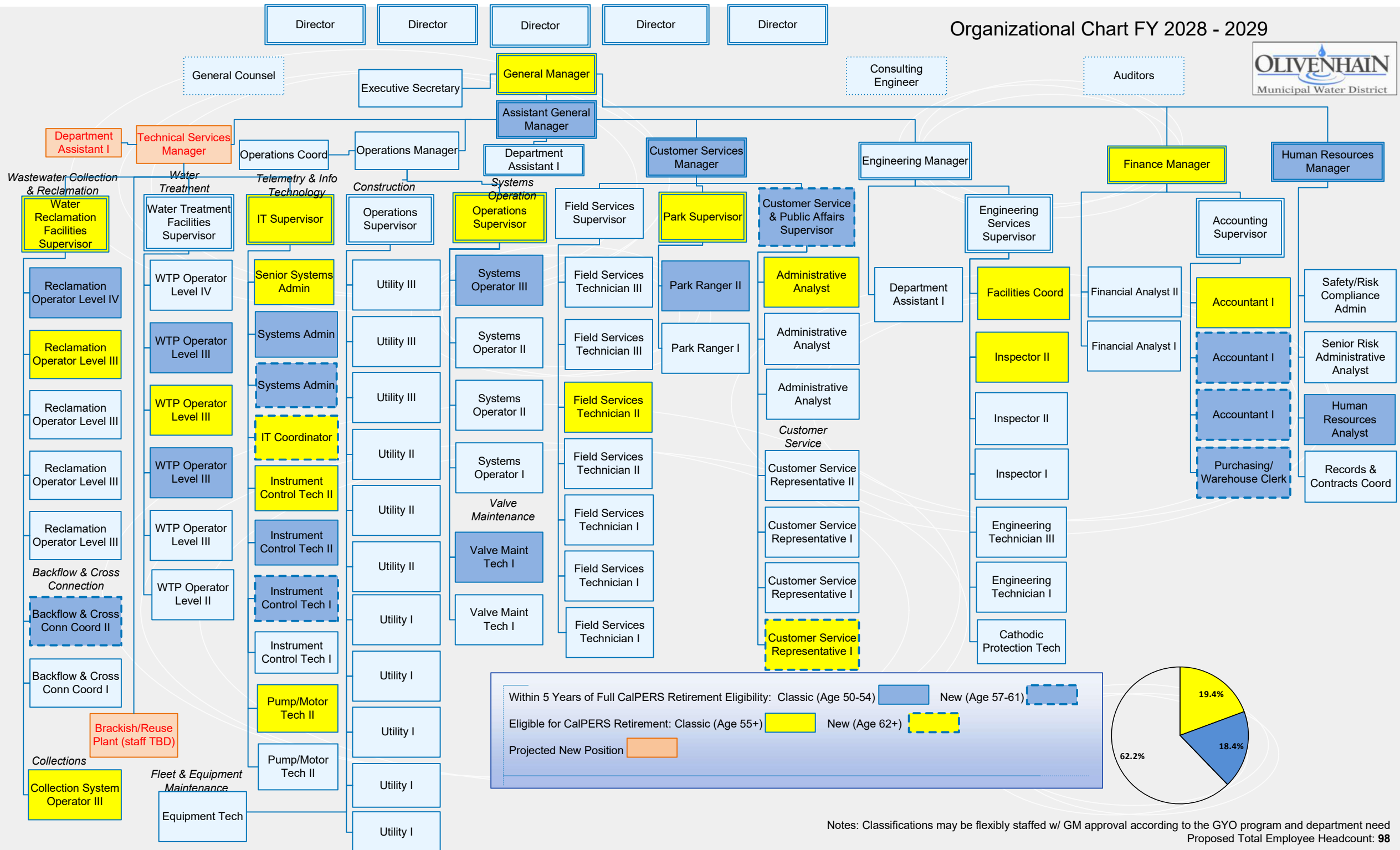


Within 5 Years of Full CalPERS Retirement Eligibility: Classic (Age 50-54) New (Age 57-61)
 Eligible for CalPERS Retirement: Classic (Age 55+) New (Age 62+)
 Projected New Position

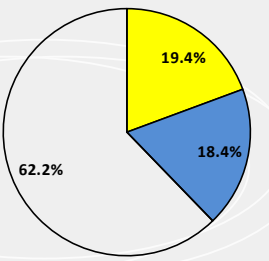


Notes: Classifications may be flexibly staffed w/ GM approval according to the GYO program and department need
 Proposed Total Employee Headcount: **96**

Organizational Chart FY 2028 - 2029



Within 5 Years of Full CalPERS Retirement Eligibility: Classic (Age 50-54) New (Age 57-61)
 Eligible for CalPERS Retirement: Classic (Age 55+) New (Age 62+)
 Projected New Position



Notes: Classifications may be flexibly staffed w/ GM approval according to the GYO program and department need
 Proposed Total Employee Headcount: 98

Memo

Date: April 17, 2024
To: Board of Directors
From: Jennifer Joslin, Human Resources Manager
Via: Kimberly A. Thorner, General Manager
Subject: **CONSIDER RECOMMENDATION BY THE BOARD PERSONNEL COMMITTEE TO APPROVE THE SALARY SURVEY PER THE DISTRICT'S EMPLOYEE MEMORANDUM OF UNDERSTANDING**

Purpose

A comprehensive compensation study was conducted according to the current Memorandum of Understanding (MOU) agreement with the employee bargaining units and the Board approved Compensation Policy. The Board Personnel Committee (President Guerin and Director Hahn) and the Human Resources/Employee Association Team "HEART" Committee (consisting of BUMA and DEA employee bargaining unit representatives as well as the Supervisor and Manager group representatives) both reviewed and approved the salary survey materials and recommendations.

Recommendations

Based on the Compensation Report results, meeting and conferring with the HEART Committee and the Board Personnel Committee, staff recommend that the salary ranges for all exempt and non-exempt job classifications be adjusted by 4.8% (the San Diego CPI-U 2023 second half value and negotiated CPI value to use per the MOU). This range adjustment would be effective on June 29, 2024.

With this option, there would be very minimal initial costs to the District; however, there are future costs. **It is important to note that this is not an actual increase of**

employees' pay; instead it is an adjustment to the salary ranges only. This salary range adjustment would move up the minimum and maximum of each of the pay grades. This would allow "topped out" (at the top of their salary range) employees to earn more per hour. Topped out employees receive a lump sum payment for any merit increase during their annual review period instead of an hourly wage increase. This would also impact new hires or recently promoted employees at the bottom of their salary ranges. However, there are currently only two employees in this situation, and they are scheduled for a six month or annual review with merit increase before or at the time of range adjustment. The increased hourly salary range for a new hire will help future recruitment and retention efforts by making the District more competitive within our labor market. This recommendation would also allow some of the under-market value job classifications to catch up to market.

As agreed upon with the MOU, the salary ranges were adjusted by 7.5% in June of 2022 then 7.5% in June of 2023. These annual range adjustments were intended to get the salary ranges incrementally closer to our desired labor market value of 65th percentile (formerly 50th percentile in the previous MOU). The shift to the 65th percentile was done to help retain staff and reduce employee turnover in a tight labor market. In addition, the MOU stipulates that further adjustments would be considered for classifications still over or under market by 10% following any salary grade range changes. The attached Compensation Report (Attachment A) shows that overall, the current salary ranges are only 0.5% below the 65th percentile.

After a 4.8% adjustment, only the Valve Maintenance Technician II job classification would still be under market by more than 10%. Thus, it is recommended to move that position from salary grade 4 to a grade 5 (the Valve Maintenance Technician I would remain grade 3). For positions over market by 10% or more, it is recommended to consider them for a "freeze" if those positions still come in over 10% after the next salary survey is conducted in spring of 2026. As the last comprehensive salary survey was conducted back in 2019, staff prefer to have two years of consistent results prior to considering freezing any salaries (this includes supervisory level positions such as Customer Services Manager and Customer Service and Public Affairs Supervisor).

If the ranges are adjusted by only 0.5%, staff are concerned that the District will fall behind in the labor market going forward as other agencies implement larger salary increases. Thus, reducing our ability to effectively compete and attract new hires. Increased employee morale, goodwill, and retention would also be positive benefits with the larger 4.8% adjustment recommended by staff.

Alternatives

1. Increase the salary ranges by 0.5%.
2. Delay or stagger the implementation of the 4.8% recommendation.
3. Reject the survey and take no action.

Background

According to the bargaining unit MOU and Board approved Compensation Policy, a comprehensive salary survey was conducted by Doug Johnson, Vice President of Ralph Andersen and Associates, a third-party consulting firm specializing in classification and compensation. Ralph Andersen and Associates have completed multiple salary surveys for the District so they are very familiar with the local labor market and the District compensation structure.

The District salary structure uses pay ranges with a minimum, mid-point, and maximum pay for each position grade. Positions are assigned pay grades based on labor market compensation data. The Compensation Policy is to match mid-points to the 65th percentile. This maintains external equity in our labor market and ensures that the District is paying wages fairly and competitively within the County (our defined labor market includes the SDCWA member agencies excluding the SDCWA itself plus Encina and San Elijo JPA). If survey results indicate a job classification is over or under 10% or more of the market after any salary range changes are made, that classification may be considered for a freeze or bump in salary.

Fiscal Impact

There is very minimal immediate fiscal impact. However, the possibility of future expenses does exist as they relate to CalPERS costs associated with higher hourly pay rates (as employer contribution rates are calculated on base pay rates whereas any lump sum payments for topped out employees are not reported to CalPERS as compensation). This amount would be an added CalPERS employer contribution cost. The actual future dollar amounts depend on unknown factors including future merit increase amounts for staff that are based on individual annual performance review scores. There is no incumbent in the Valve Maintenance Technician II job classification, so a grade adjustment for that position has no direct financial impact.

Discussion

The District currently falls at the 60th percentile on base compensation, 0.5% below the 65th percentile on average. When looking at total compensation with insurance benefits included, there is very little change coming in at 0.3% below the 65th percentile. Thus, the District has nearly achieved the goal of moving to the 65th percentile. While the District offers a comprehensive benefits package, other agencies are still paying for retiree health benefits which the District does not provide. Per the MOU, in June of 2025 the District will make range adjustments based on the San Diego CPI-U. Another salary survey will then be conducted in two years, in spring of 2026, so staff will know where the District falls compared to market prior to the next round of negotiations.

Staff and the salary survey consultant will be available to answer any questions.

- *Attachment A: Compensation Report*
- *Attachment B: PowerPoint Presentation*



2024 Compensation Report

Olivenhain Municipal Water District

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SECTION I PROJECT OVERVIEW

Ralph Andersen & Associates was retained by the Olivenhain Municipal Water District to conduct a Compensation Study involving all of the District's job classifications. This report presents the results of the study through the following sections:

- Section I – Project Overview
- Section II – Methodologies
- Section III – Compensation Findings & Recommendations

The methodologies described in this report are similar to those used for any public or private employer, with a customized approach to fit the location and nature of services of the Olivenhain Municipal Water District. The scope of data collection and analysis is similar to the study completed in 2019.

EFFECTIVE COMPENSATION PLANS

The District's compensation plan is one of the most important elements in its personnel system. Combining a sound compensation system with an effective classification system contributes to the overall effectiveness of an organization. In broad terms, the District's compensation plan should:

- Ensure that the District has the ability to attract and retain well-qualified employees
- Provide a defensible and rational basis for compensating employees
- Allow flexibility and adaptability for making District-wide compensation decisions based on changing market conditions
- Recognize the District's responsibility as a public agency in establishing a pay plan that is consistent with public practices
- Ensure that the District's compensation practices are competitive and consistent with those of comparable employers.

Policy decisions resulting from the compensation study will ultimately balance the above goals with District's ability to pay and other budget priorities.

STUDY OBJECTIVES

Based on the identified needs of the District, this study was designed to achieve the following overall objectives:

- Collect and analyze salary and benefits data to provide a picture of base salary and total compensation trends
- Analyze the market data and document comparisons with the District's compensation plan
- Identify survey trends for base salary and benefits.

The primary objective of the compensation survey and subsequent analysis is to provide a "picture" of wage practices in the labor market for comparable jobs. Additionally, the compensation survey documents how District management classifications compare to similar employers in terms of compensation. The results of the compensation survey provide a basis for compensating employees in a consistent, equitable, defensible, and competitive manner. The methodologies used to accomplish these objectives are presented in Section II.

SECTION II METHODOLOGIES

This section provides an overview of the methodologies that have been used to conduct the compensation analyses and develop specific recommendations. Specific methods and systems presented include:

- Why Market Surveys
- Labor Market Survey Agencies
- Labor Market Position
- Market Data Collection Process
- Point of Comparison.

All methodologies used by *Ralph Andersen & Associates* are consistent with established professional standards of compensation.

WHY COMPENSATION SURVEYS?

Compensation surveys are an effective tool for compensation professionals to utilize in assessing an employer's competitiveness with market practices. Survey data is necessary because labor markets are constantly changing in response to the availability of skill sets and fluctuations in economic conditions. These changes can vary among regions and across industries and employer types. Thus, an effective survey will provide data that closely reflects market conditions that the employer is competing against. Survey data is important for the following reasons:

- Detailed data allows an employer to anticipate changing market conditions and understand what peer employers are doing with respect to compensation and benefits.
- Market data allows an employer to be deliberate in making compensation related decisions by reducing guesses or reliance on indexes that may not reflect compensation practices.
- Survey data can provide defensibility and transparency for employees and other stakeholders.

At a minimum, survey data can help an employer reduce undesired employee turnover and optimize the ability to hire employees when filling vacant positions. The use of market data is a common practice in both public and private employers, however, it is more critical for public employers who may need to meet the requirements of labor bargaining and related laws.

LABOR MARKET SURVEY AGENCIES

One of the most important policy components of a compensation plan is a definition of the labor market within which the District must compete. There are typically five important criteria utilized in identifying those employers that comprise an agency's labor market. They are:

- **Historical Practices** — Over time, an employer will develop some level of continuity regarding labor market comparables for the purposes of conducting compensation surveys. There may be a strong history of surveying a specific set of employers either by agreement or by practice. In some instances, survey agencies can be more formally defined by policy documents or memorandums of understanding. Historical practices are an important consideration if for no other reason than deviating from a long term historical practice typically requires a strong, defensible rationale.
- **Nature of Services Provided** — In order to ensure comparable jobs are found when conducting a market survey, it is important to utilize employers that provide similar services to the Olivenhain Municipal Water

District. Employers who provide similar services are most likely to compete with one another for employees and may have similar organizational and operational characteristics. This factor typically eliminates the use of private sector employers since few comparable jobs exist within these types of employers. Private employers can be used as a supplemental market to “cross-check” municipal data.

- **Geographic Proximity** Geographic proximity of potential employers is one of the most important factors utilized in identifying an organization’s labor market. This factor is particularly useful because it identifies those employers that directly compete with the District to recruit and retain personnel. If a sufficient number of comparable agencies exist within close proximity to the District, the defined geographic area may be confined to an area among surrounding cities or counties. If comparably sized or similar services do not exist within close proximity, a wider geographic region may be necessary.
- **Employer Size** — The more similar employers are in size and complexity, the greater the likelihood that comparable positions exist within both organizations. This factor is less important for jobs where employer size makes little difference in the nature of duties and more important where employee or other resources are a defining characteristic of the job. For this survey, finding organizations with a similar complexity of issues and a similar budget size is difficult. To the degree size can impact the comparability of specific jobs, our survey analysis will consider this when identifying job matches.
- **Economic Similarity** — While there are a number of economic factors that can be compared among agencies, the most important factor related to compensation is cost of living. In some regions or states, living costs can vary significantly and have an important impact on how potential candidates evaluate compensation. This factor can be important if labor market agencies are used beyond the local market, or there are significant differences in the cost of living.

Using the above criteria, and in consultation with the Olivenhain Municipal Water District, the following 22 agencies have been used in the compensation survey.

Carlsbad MWD [City of Carlsbad]	Rainbow MWD
City of Escondido	Ramona MWD
City of Oceanside	Rincon Del Diablo MWD
City of Poway	San Dieguito Water District [City of Encinitas]
City of San Diego	San Elijo JPA
Encina Wastewater Authority	Santa Fe Irrigation District
Fallbrook PUD	Sweetwater Authority
Helix Water District	Vallecitos Water District
Leucadia Wastewater District	Valley Center MWD
Otay Water District	Vista Irrigation District
Padre Dam Water District	Yuima MWD

All agencies participated in the survey and were able to provide data for both salary and benefits data.

LABOR MARKET POSITION

The District has historically gauged their labor market position based on its recruitment and retention needs (and issues). For this study, labor market comparisons have been made with the market 65th percentile. This statistic is a rank based measure that reliably position’s the District’s salary ranges at a point equal to or higher than 65 percent of the survey agencies (or said in the alternative, below the top 35 percent of agencies). The 65th

percentile also has the advantage of not being significantly skewed with market anomalies or the inclusion of larger survey agencies. Important elements consider when deciding on a market position include the following:

- The District' ability to pay
- Priority of compensation versus other expenditures
- Recruitment and retention (turnover) issues
- Comparability of the survey agencies (size, cost of living differences, etc.)
- The mix of salary and benefits in providing a total compensation package for employees.

Recognizing the above, the market 65th percentile has been used to establish the District's compensation plan.

MARKET DATA COLLECTION PROCESS

To ensure reliability and completeness, survey data was collected according to a structured methodology. In conducting the compensation survey, the following specific steps were taken:

- Survey employers were contacted to confirm participation and to request background information including current salary schedules, job descriptions, benefits information, position control documents, and organizational charts
- Source documents were analyzed for each survey agency in order to determine comparability issues and obtain salary/benefit data
- Follow-up reviews were conducted by e-mail and telephone to verify and clarify the data to ensure accuracy and comparability.

Throughout the data collection process, careful efforts were made to document the full range of duties and requirements of all job classes as compared to the District's corresponding survey classes.

When conducting labor market surveys, one of the most important objectives is to ensure that the labor market data is sufficiently comparable to District jobs while also serving as a strong indicator of market trends. Since the purpose of the labor market analysis is to identify general wage trends with other agencies, broad comparability guidelines are used when collecting data. If the comparability guidelines are too narrow, then insufficient data will be found.

Common comparability criteria typically include similar core functional duties, education/skill requirements, level of duties, and scope of supervisory and management duties. It is not as critical for all job duties to be the same or for the number of employees supervised to be the same. Furthermore, it is not essential that comparable market jobs use the same equipment, have the same workload, or work in an identical facility. While *Ralph Andersen & Associates* has been careful not to include outlier job comparisons, there will be some variability in the job matches. In some instances, a comparable market job may exceed the responsibilities and duties of the District's job and in other cases, the market job may perform duties at a slightly lower level. Overall, the market comparabilities are intended to provide a balanced indication of market trends.

The data sheets presented in Appendix A contain job matches that are sufficiently comparable based on the professional judgment of *Ralph Andersen & Associates*. Wherever possible, job matches are supported by documentation received from the survey agencies. While job descriptions served as a starting point for all comparability analysis, they were not the sole source of information used to establish job matches. Job descriptions can be unreliable (particularly if they are not up to date), not every agency has the same level of detail in their job descriptions, and many agencies may not have the same philosophy in establishing minimum qualifications.

The term “No Comparable Class” has been used in the data sheets in Appendix A to indicate instances where the job does not exist within the survey agency, the level of responsibilities/duties are not sufficiently comparable, or the comparable job duties are spread among several job classifications.

STATISTICS USED IN ANALYZING THE MARKET DATA

The salary survey data has been analyzed using a variety of statistical measures that are standards in compensation analysis. The purpose of the statistics is to describe the data and identify data trends that can be used to describe the labor market. The three most common statistics used in analyzing compensation data include:

- **Mean (average)** – This is a common statistical measure in which the market data is summed and divided by the number of agencies in which data is reported. While this is a valuable statistical measure, it is not stable for data sets of less than 30 agencies. In addition, this statistic can be significantly skewed by a significantly high or low paying agency that may not represent the entire sample.
- **Median (50th percentile)** – This statistic is based on the ranking of the data and represents the “middle” of the data set; as such, half of the data is above the median and half is below. This is the most stable statistical measure of the market, even for highly variable data sets, and is not skewed by unusually high or low payers.
- **65th Percentile** – This is a rank based statistic in which 65% of the data points are below this statistic. This represents a placement slightly above the middle of the labor market data.
- **75th Percentile (3rd quartile)** – This is also a rank based statistic in which one quarter of the data is above the 75th percentile and three quarters of the data are below this point. This statistic effectively captures the high end of the data set (top quartile).

It should be noted that difference between percentiles (50th to 65th to 75th) are not based on a uniform dollar or percentage amount (i.e., the 65th percentile is not 15% higher in dollars than the 50th percentile). The difference in dollars or percentage of dollars will be based on the distribution of the survey sample.

Our analysis has focused on the market 65th percentile.

POINT OF COMPARISON

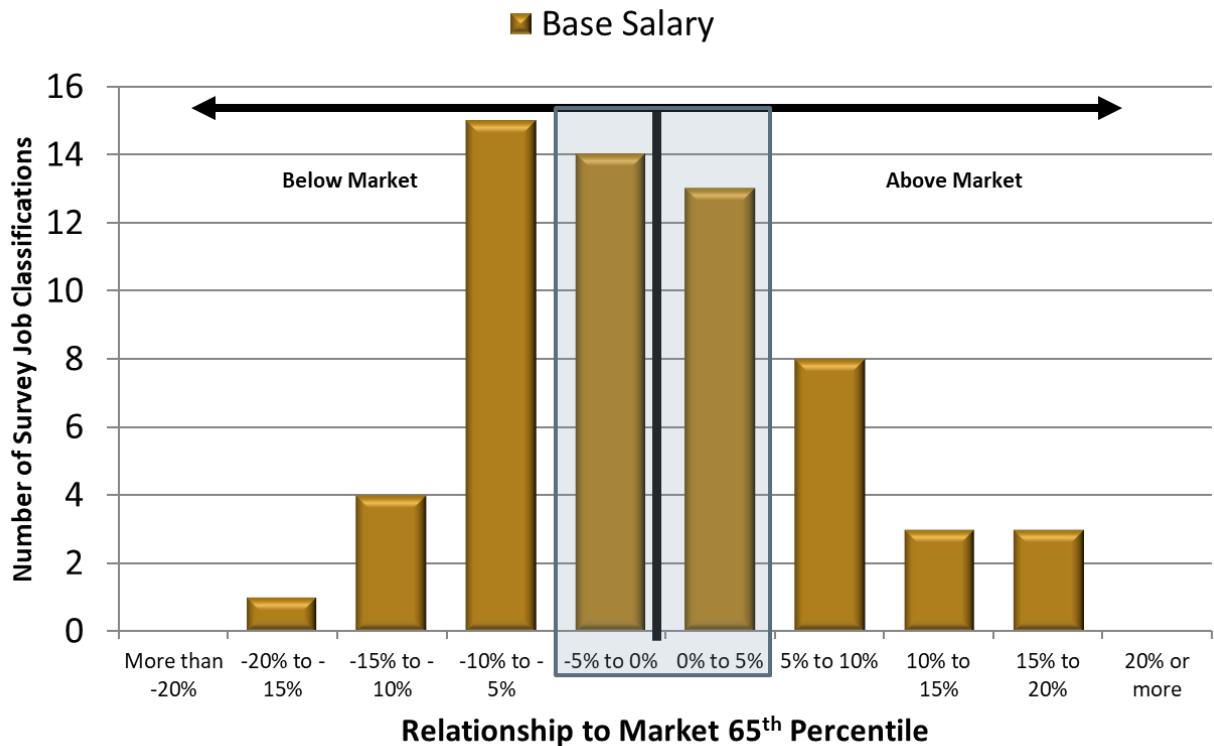
When comparing District salaries with market agencies, it is important to establish a consistent point of comparison. Since all the survey agencies used in the market study utilize a variety of pay range structures, a critical review was needed to find the best salary range reference point. Recognizing the District’s past practice of using the range midpoint, the market survey ranges were analyzed to determine a comparable computed midpoint between the range minimum and range maximum. This range midpoint was used for all salary range comparisons.

SECTION III COMPENSATION FINDINGS

This section of the report documents the key findings and observations resulting from the consultant’s compensation analyses. The focus of the compensation analysis is to identify significant differences in the pay practices of the District as compared to the other labor market agencies. Ideally, the District should be consistent with any pay or benefit item that is a common practice in the market (half or more of the survey agencies).

SALARY SURVEY RESULTS – BASE PAY

Based on an evaluation of the survey data, general salary trends in the marketplace have been identified. A summary of the salary survey using the labor market employers and the market 65th percentile is provided in the following graph.



As indicated in the graph, while most of the survey jobs are below the market 65th percentile, there is a strong clustering within 5% of the 65th percentile market position. On average, the District’s salaries are 0.5% below market 65th percentile with an average rank at the 60th. While this macro level view of the District’s market relationship is important, internal salary structures may be more important and more relevant than the trends identified in the market survey for some jobs. Furthermore, the above chart summarizes data for 61 survey jobs; the District may further narrow this data to benchmark jobs (jobs that are directly tied to the market and related jobs within the job classification system).

The following table provides a detailed summary of the market survey. This summary table includes:

- The job title surveyed
- The District’s current salary monthly range midpoint

- The number of observations (matches), not including District data
- The market 65th percentile using monthly midpoint salaries in the labor market
- The percentage relationship of the 65th percentile to the District’s current salary midpoint
- The percentile relationship with 0 being at the bottom of the market, 50 being at the middle of the market, and 100 being at the top of the market.

The following summary table that shows the survey results for all jobs. Jobs with insufficient data are shown as I.D.

Class Title	Range Midpoint	# of Obs.	65th P	% +/- 65th P	Percentile
Accountant I	6,673	17	6,530	2.2%	83
Accounting Supervisor	9,828	6	9,094	7.5%	79
Administrative Analyst	7,679	7	7,474	2.7%	83
Assistant General Manager	19,533	4	20,681	-5.9%	44
Backflow & Cross Connection Coordinator I	6,673	6	6,736	-0.9%	59
Backflow & Cross Connection Coordinator II	7,679	13	7,746	-0.9%	62
Cathodic Protection Technician	6,673	2	I.D.	--	--
Collections Systems Operator I	5,860	13	5,771	1.5%	70
Collections Systems Operator II	6,673	13	6,413	3.9%	78
Collections Systems Operator III	7,679	12	7,561	1.5%	86
Customer Service & Public Affairs Supv	10,570	5	8,930	15.5%	100
Customer Services Manager	15,107	4	12,454	17.6%	100
Customer Services Representative I	5,184	14	5,406	-4.3%	50
Customer Services Representative II	5,860	19	5,865	-0.1%	65
Department Assistant I (Grade 2)	5,184	8	4,802	7.4%	79
Department Assistant II (Grade 3)	5,860	13	5,324	9.1%	83
Engineering Manager	16,256	14	16,561	-1.9%	54
Engineering Services Supervisor	9,828	3	9,222	6.2%	94
Engineering Technician I	6,673	11	6,442	3.5%	69
Engineering Technician II	7,679	17	7,137	7.1%	94
Engineering Technician III	8,906	10	8,173	8.2%	100
Equipment Technician	6,673	16	6,917	-3.6%	38
Executive Secretary	8,906	17	9,197	-3.3%	48
Facilities Coordinator	8,906	1	I.D.	--	--
Field Services Supervisor	9,828	7	9,739	0.9%	66
Field Services Technician I	5,184	16	5,598	-8.0%	40
Field Services Technician II	5,860	18	6,221	-6.2%	53
Field Services Technician III	6,673	13	7,304	-9.4%	33
Finance Manager	16,256	18	16,267	-0.1%	65
Financial Analyst I	6,673	4	6,810	-2.1%	56
Financial Analyst II	8,906	5	7,412	16.8%	92
Human Resources Analyst	8,906	13	8,255	7.3%	98
Human Resources Manager	15,107	13	14,719	2.6%	76
Information Technologies Supervisor	11,366	12	12,784	-12.5%	23
Information Technology Coordinator	7,679	5	6,674	13.1%	79
Inspector I	6,673	6	6,759	-1.3%	51
Inspector II	7,679	15	7,761	-1.1%	56
Inspector III	8,906	7	8,695	2.4%	87
Instrument & Controls Technician I	6,673	8	7,145	-7.1%	33

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Class Title	Range Midpoint	# of Obs.	65th P	% +/- 65th P	Percentile
Instrument & Controls Technician II	8,906	18	8,511	4.4%	81
Operations Coordinator	6,673	2	I.D.	--	--
Operations Manager	16,256	14	16,394	-0.8%	61
Operations Supervisor	9,828	15	10,135	-3.1%	49
Park Ranger I	5,184	2	I.D.	--	--
Park Ranger II	5,860	3	5,085	13.2%	97
Park Supervisor	9,138	2	I.D.	--	--
Pump/Motor Technician I	6,673	12	6,573	1.5%	67
Pump/Motor Technician II	8,906	14	7,697	13.6%	100
Purchasing/Warehouse Clerk	5,860	16	6,410	-9.4%	39
Records & Contracts Coordinator	6,673	2	I.D.	--	--
Safety/Risk Compliance Administrator	10,570	6	11,160	-5.6%	46
Senior Systems Administrator	9,828	2	I.D.	--	--
Systems Administrator	9,138	11	9,135	0.0%	65
Systems Operator I	6,673	16	7,496	-12.3%	23
Systems Operator II	7,679	14	8,109	-5.6%	40
Systems Operator III	8,906	5	8,438	5.3%	82
Utility I	5,184	17	5,748	-10.9%	21
Utility II	5,860	18	6,321	-7.9%	24
Utility III	6,673	17	7,513	-12.6%	13
Valve Maintenance Technician I	5,860	12	6,437	-9.8%	37
Valve Maintenance Technician II	6,673	13	7,687	-15.2%	18
Water Reclamation Facilities Supervisor	9,828	1	I.D.	--	--
Water Reclamation Operator I	5,860	11	6,201	-5.8%	15
Water Reclamation Operator II	6,673	11	7,324	-9.8%	19
Water Reclamation Operator III	7,679	10	8,105	-5.6%	45
Water Reclamation Operator IV	8,906	0	I.D.	--	--
Water Treatment Facilities Supervisor	11,366	7	11,052	2.8%	72
Water Treatment Operator I	5,860	5	6,429	-9.7%	33
Water Treatment Operator II	6,673	5	7,293	-9.3%	41
Water Treatment Operator III	7,679	7	8,025	-4.5%	50
Water Treatment Operator IV	8,906	1	I.D.	--	--
Average		10		-0.5%	60

The survey data represents a market picture as of March 2024. In order for competitive 2024-25 salaries to be implemented, salary ranges may need to be adjusted further for future market changes (most of the survey agencies will implement a cost of living adjustment in July 2024). Detailed datasheets for the above job classes are provided in Appendix A.

SALARY SURVEY RESULTS – BENEFITS

In order to provide the District with a more accurate assessment of how its compensation plan compares with those of other agencies, *Ralph Andersen & Associates* collected and analyzed key employer provided benefits for each survey agency’s comparable class. All comparisons of the District to the labor market agencies are based on the labor market 65th percentile so that differences in benefit categories can be analyzed in a trend analysis. The primary purpose of the analysis is to determine whether the District’s benefits improve or worsen its competitive position compared to other agencies.

The total compensation data includes the employer cost for three categories of benefits:

- **Base Salary**– This column contains base salary range midpoint for each agency where a comparable job was identified.
- **Cash Supplements** – These columns display the following cash equivalent benefits:
 - retirement pick-up paid by the employer on behalf of the employee
 - deferred compensation paid by the employer
 - other cash benefits

A cumulative sub-total follows these columns that sums base salary and cash supplements for each employer.

- **Insurances** – These columns show the maximum employer contribution for the following insurance benefits:
 - health insurance, including dependent coverage as provided
 - dental insurance
 - vision insurance
 - Life insurance
 - Long term disability insurance (LTD)
 - Retiree health (combines current dollar and future dollar contributions)

A cumulative sub-total follows these columns that sums base salary, cash supplements and insurances for each employer

Employer retirement rates and contributions (other than retirement pick-up) have not been analyzed due to the significant variability in the rates paid by employers and the fact that these rates are based on factors that are generally outside the District’s control.

SUMMARY TABLE OF TOTAL COMPENSATION TRENDS

The summary information presented in the following table is based on detailed calculations of total compensation trends for each job classes. For all of the survey jobs included in the table, percentage comparisons of the District’s benefits and those of the market agencies are provided. The Base, Base + Cash, and Total Comp columns present the percentage relationship between the District’s cumulative compensation for each benefit category and the 65th percentile of the cumulative totals of the market agencies. The gain/loss columns show the percentage gain/loss between each compensation component.

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Total Comp	Gain/Loss	Total Gain/Loss
Accountant I	17	2.2%	2.1%	0.0%	-0.9%	-3.1%	-3.1%
Accounting Supervisor	6	7.5%	11.1%	3.6%	14.4%	3.3%	6.9%
Administrative Analyst	7	2.7%	5.2%	2.6%	9.4%	4.1%	6.7%
Assistant General Manager	4	-5.9%	-7.8%	-1.9%	-4.7%	3.1%	1.2%
Backflow & Cross Connection Coordinator I	6	-0.9%	2.4%	3.4%	-0.5%	-2.9%	0.5%
Backflow & Cross Connection Coordinator II	13	-0.9%	2.0%	2.9%	3.5%	1.5%	4.4%
Catholic Protection Technician	2						
Collections Systems Operator I	13	1.5%	2.5%	1.0%	4.0%	1.5%	2.5%
Collections Systems Operator II	13	3.9%	7.1%	3.2%	3.7%	-3.4%	-0.2%
Collections Systems Operator III	12	1.5%	4.4%	2.9%	6.1%	1.7%	4.6%
Customer Service & Public Affairs Supv	5	15.5%	17.8%	2.3%	6.8%	-11.0%	-8.7%

Ralph Andersen & Associates

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Total Comp	Gain/ Loss	Total Gain/ Loss
Customer Services Manager	4	17.6%	18.9%	1.3%	11.3%	-7.6%	-6.3%
Customer Services Representative I	14	-4.3%	-3.7%	0.6%	-6.3%	-2.6%	-2.0%
Customer Services Representative II	19	-0.1%	0.3%	0.4%	-3.2%	-3.5%	-3.1%
Department Assistant I (Grade 2)	8	7.4%	11.3%	3.9%	10.9%	-0.4%	3.6%
Department Assistant II (Grade 3)	13	9.1%	12.0%	2.9%	3.9%	-8.1%	-5.2%
Engineering Manager	14	-1.9%	-0.8%	1.1%	-2.2%	-1.4%	-0.4%
Engineering Services Supervisor	3	6.2%	8.1%	1.9%	5.4%	-2.7%	-0.8%
Engineering Technician I	11	3.5%	5.7%	2.3%	4.1%	-1.7%	0.6%
Engineering Technician II	17	7.1%	7.7%	0.6%	0.6%	-7.1%	-6.5%
Engineering Technician III	10	8.2%	9.0%	0.8%	2.2%	-6.8%	-6.0%
Equipment Technician	16	-3.6%	-1.1%	2.5%	-4.7%	-3.6%	-1.1%
Executive Secretary	17	-3.3%	-2.8%	0.5%	-3.0%	-0.3%	0.2%
Facilities Coordinator	1						
Field Services Supervisor	7	0.9%	4.5%	3.6%	4.6%	0.1%	3.7%
Field Services Technician I	16	-8.0%	-3.9%	4.1%	-8.4%	-4.5%	-0.4%
Field Services Technician II	18	-6.2%	-2.3%	3.9%	-6.2%	-3.9%	0.0%
Field Services Technician III	13	-9.4%	-7.1%	2.4%	-12.3%	-5.2%	-2.8%
Finance Manager	18	-0.1%	1.8%	1.9%	-2.4%	-4.2%	-2.3%
Financial Analyst I	4	-2.1%	1.2%	3.2%	5.1%	4.0%	7.2%
Financial Analyst II	5	16.8%	18.6%	1.8%	19.5%	0.9%	2.7%
Human Resources Analyst	13	7.3%	8.3%	1.0%	2.4%	-6.0%	-5.0%
Human Resources Manager	13	2.6%	3.0%	0.5%	2.1%	-0.9%	-0.4%
Information Technologies Supervisor	12	-12.5%	-9.1%	3.4%	-11.3%	-2.2%	1.2%
Information Technology Coordinator	5	13.1%	15.0%	1.9%	7.7%	-7.3%	-5.4%
Inspector I	6	-1.3%	-0.5%	0.8%	-4.3%	-3.8%	-3.0%
Inspector II	15	-1.1%	-0.6%	0.5%	-4.6%	-4.0%	-3.5%
Inspector III	7	2.4%	4.0%	1.6%	2.3%	-1.7%	-0.1%
Instrument & Controls Technician I	8	-7.1%	-4.4%	2.7%	0.4%	4.8%	7.5%
Instrument & Controls Technician II	18	4.4%	5.1%	0.7%	3.8%	-1.4%	-0.7%
Operations Coordinator	2						
Operations Manager	14	-0.8%	-0.2%	0.6%	-0.5%	-0.3%	0.3%
Operations Supervisor	15	-3.1%	-2.1%	1.0%	-3.5%	-1.3%	-0.3%
Park Ranger I	2						
Park Ranger II	3	13.2%	16.5%	3.3%	25.0%	8.5%	11.8%
Park Supervisor	2						
Pump/Motor Technician I	12	1.5%	0.7%	-0.8%	-1.9%	-2.6%	-3.4%
Pump/Motor Technician II	14	13.6%	12.5%	-1.1%	8.5%	-4.0%	-5.1%
Purchasing/Warehouse Clerk	16	-9.4%	-5.7%	3.7%	-5.7%	0.0%	3.7%
Records & Contracts Coordinator	2						
Safety/Risk Compliance Administrator	6	-5.6%	-5.1%	0.5%	-7.6%	-2.5%	-2.0%
Senior Systems Administrator	2						
Systems Administrator	11	0.0%	1.1%	1.1%	-2.7%	-3.8%	-2.7%
Systems Operator I	16	-12.3%	-8.9%	3.4%	-8.9%	0.0%	3.4%
Systems Operator II	14	-5.6%	-3.2%	2.4%	-9.7%	-6.5%	-4.1%
Systems Operator III	5	5.3%	7.0%	1.7%	6.0%	-0.9%	0.8%
Utility I	17	-10.9%	-8.5%	2.4%	-9.0%	-0.6%	1.9%
Utility II	18	-7.9%	-5.8%	2.1%	-9.9%	-4.2%	-2.1%

Class Title	# of Obs.	Base	Base + Cash	Gain/ Loss	Total Comp	Gain/ Loss	Total Gain/ Loss
Utility III	17	-12.6%	-10.5%	2.1%	-12.5%	-2.0%	0.1%
Valve Maintenance Technician I	12	-9.8%	-7.2%	2.6%	-13.2%	-5.9%	-3.3%
Valve Maintenance Technician II	13	-15.2%	-11.4%	3.8%	-11.6%	-0.3%	3.5%
Water Reclamation Facilities Supervisor	1						
Water Reclamation Operator I	11	-5.8%	-3.3%	2.5%	-5.8%	-2.5%	0.0%
Water Reclamation Operator II	11	-9.8%	-8.2%	1.6%	-7.6%	0.5%	2.1%
Water Reclamation Operator III	10	-5.6%	-2.5%	3.1%	-7.2%	-4.7%	-1.6%
Water Reclamation Operator IV	0						
Water Treatment Facilities Supervisor	7	2.8%	3.5%	0.7%	6.6%	3.1%	3.9%
Water Treatment Operator I	5	-9.7%	-8.9%	0.8%	-0.1%	8.8%	9.6%
Water Treatment Operator II	5	-9.3%	-6.6%	2.7%	-0.8%	5.8%	8.5%
Water Treatment Operator III	7	-4.5%	-2.4%	2.1%	-5.4%	-3.0%	-0.9%
Water Treatment Operator IV	1						
Average		-0.5%	1.4%	1.9%	-0.3%	-1.7%	0.2%

Using the average as a reference, the following information can be derived from the table:

- **Base** – The base pay on average for all survey jobs is 0.5% below the market 65th percentile.
- **Base+Cash** – When cash supplements (deferred compensation and retirement pick-up) are added in, the survey jobs are 1.4% above the market 65th percentile on average, which is a gain of 1.9%. This means that the District’s cash benefits are slightly better than the market, but not significantly so. This is due to the District’s deferred compensation benefit which is common in half of the survey agencies.
- **Base+Cash+Insurance (Total Comp)** – When insurance costs (the maximum an employer will contribute to pay for health, dental, vision, life, LTD, and retiree health) are added in, the cumulative impact is that the District is 0.3% below the market 65th percentile on average, which is a slight loss of 1.7%. This is the result of retiree health benefits in more than half of the survey agencies, a benefit that the District does not provide.
- **Total Gain/Loss** – Overall, there is a gain in market position on average of 0.2%, an insignificant change.

Detailed datasheets for all survey jobs are provided in Appendix B.

APPENDIX A
BASE SALARY DATASHEETS

Olivenhain MWD
Draft Labor Market Summary

Class Title	Range Midpoint	# of Obs.	65th P	% +/- 65th P	Percentile
Accountant I	6,673	17	6,530	2.2%	83
Accounting Supervisor	9,828	6	9,094	7.5%	79
Administrative Analyst	7,679	7	7,474	2.7%	83
Assistant General Manager	19,533	4	20,681	-5.9%	44
Backflow & Cross Connection Coordinator I	6,673	6	6,736	-0.9%	59
Backflow & Cross Connection Coordinator II	7,679	13	7,746	-0.9%	62
Cathodic Protection Technician	6,673	2	I.D.	--	--
Collections Systems Operator I	5,860	13	5,771	1.5%	70
Collections Systems Operator II	6,673	13	6,413	3.9%	78
Collections Systems Operator III	7,679	12	7,561	1.5%	86
Customer Service & Public Affairs Supv	10,570	5	8,930	15.5%	100
Customer Services Manager	15,107	4	12,454	17.6%	100
Customer Services Representative I	5,184	14	5,406	-4.3%	50
Customer Services Representative II	5,860	19	5,865	-0.1%	65
Department Assistant I (Grade 2)	5,184	8	4,802	7.4%	79
Department Assistant II (Grade 3)	5,860	13	5,324	9.1%	83
Engineering Manager	16,256	14	16,561	-1.9%	54
Engineering Services Supervisor	9,828	3	9,222	6.2%	94
Engineering Technician I	6,673	11	6,442	3.5%	69
Engineering Technician II	7,679	17	7,137	7.1%	94
Engineering Technician III	8,906	10	8,173	8.2%	100
Equipment Technician	6,673	16	6,917	-3.6%	38
Executive Secretary	8,906	17	9,197	-3.3%	48
Facilities Coordinator	8,906	1	I.D.	--	--
Field Services Supervisor	9,828	7	9,739	0.9%	66
Field Services Technician I	5,184	16	5,598	-8.0%	40
Field Services Technician II	5,860	18	6,221	-6.2%	53
Field Services Technician III	6,673	13	7,304	-9.4%	33
Finance Manager	16,256	18	16,267	-0.1%	65
Financial Analyst I	6,673	4	6,810	-2.1%	56
Financial Analyst II	8,906	5	7,412	16.8%	92
Human Resources Analyst	8,906	13	8,255	7.3%	98
Human Resources Manager	15,107	13	14,719	2.6%	76
Information Technologies Supervisor	11,366	12	12,784	-12.5%	23
Information Technology Coordinator	7,679	5	6,674	13.1%	79
Inspector I	6,673	6	6,759	-1.3%	51
Inspector II	7,679	15	7,761	-1.1%	56
Inspector III	8,906	7	8,695	2.4%	87
Instrument & Controls Technician I	6,673	8	7,145	-7.1%	33
Instrument & Controls Technician II	8,906	18	8,511	4.4%	81
Operations Coordinator	6,673	2	I.D.	--	--
Operations Manager	16,256	14	16,394	-0.8%	61
Operations Supervisor	9,828	15	10,135	-3.1%	49
Park Ranger I	5,184	2	I.D.	--	--
Park Ranger II	5,860	3	5,085	13.2%	97
Park Supervisor	9,138	2	I.D.	--	--
Pump/Motor Technician I	6,673	12	6,573	1.5%	67
Pump/Motor Technician II	8,906	14	7,697	13.6%	100
Purchasing/Warehouse Clerk	5,860	16	6,410	-9.4%	39
Records & Contracts Coordinator	6,673	2	I.D.	--	--

**Olivenhain MWD
Draft Labor Market Summary**

Class Title	Range Midpoint	# of Obs.	65th P	% +/- 65th P	Percentile
Safety/Risk Compliance Administrator	10,570	6	11,160	-5.6%	46
Senior Systems Administrator	9,828	2	I.D.	--	--
Systems Administrator	9,138	11	9,135	0.0%	65
Systems Operator I	6,673	16	7,496	-12.3%	23
Systems Operator II	7,679	14	8,109	-5.6%	40
Systems Operator III	8,906	5	8,438	5.3%	82
Utility I	5,184	17	5,748	-10.9%	21
Utility II	5,860	18	6,321	-7.9%	24
Utility III	6,673	17	7,513	-12.6%	13
Valve Maintenance Technician I	5,860	12	6,437	-9.8%	37
Valve Maintenance Technician II	6,673	13	7,687	-15.2%	18
Water Reclamation Facilities Supervisor	9,828	1	I.D.	--	--
Water Reclamation Operator I	5,860	11	6,201	-5.8%	15
Water Reclamation Operator II	6,673	11	7,324	-9.8%	19
Water Reclamation Operator III	7,679	10	8,105	-5.6%	45
Water Reclamation Operator IV	8,906	0	I.D.	--	--
Water Treatment Facilities Supervisor	11,366	7	11,052	2.8%	72
Water Treatment Operator I	5,860	5	6,429	-9.7%	33
Water Treatment Operator II	6,673	5	7,293	-9.3%	41
Water Treatment Operator III	7,679	7	8,025	-4.5%	50
Water Treatment Operator IV	8,906	1	I.D.	--	--
Average		10		-0.5%	60

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Accountant I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Accounting Specialist II	\$ 6,340	\$ 7,418	17.0%
Leucadia Wastewater District	Accounting Technician	\$ 6,336	\$ 7,128	12.5%
Sweetwater Authority	Account Clerk III	\$ 6,153	\$ 6,815	10.8%
Olivenhain MWD	Accountant I	\$ 5,564	\$ 6,673	19.9%
Helix Water District	Accounting Technician	\$ 5,829	\$ 6,635	13.8%
Rainbow MWD	Accounting Specialist I	\$ 5,410	\$ 6,626	22.5%
Encina Wastewater Authority	Accounting Technician II	\$ 5,695	\$ 6,550	15.0%
Santa Fe Irrigation District	Accounting Technician	\$ 5,667	\$ 6,517	15.0%
Otay Water District	Accounting Technician	\$ 5,658	\$ 6,365	12.5%
Vallecitos Water District	Accounting Technician	\$ 5,414	\$ 6,335	17.0%
San Elijo JPA	Analyst I	\$ 5,207	\$ 6,305	21.1%
San Dieguito Water District [City of Encinitas]	Finance Technician III	\$ 4,746	\$ 5,712	20.4%
Rincon Del Diablo MWD	Accounting Technician	\$ 4,838	\$ 5,685	17.5%
Padre Dam Water District	Accounting Specialist	\$ 4,690	\$ 5,664	20.8%
Carlsbad MWD [City of Carlsbad]	Accounting Technician	\$ 5,058	\$ 5,606	10.8%
City of Oceanside	Accounting Technician	\$ 4,217	\$ 4,866	15.4%
City of Poway	Accounting Technician II	\$ 4,186	\$ 4,637	10.8%
City of Escondido	Senior Accounting Assistant	\$ 3,608	\$ 3,997	10.8%
City of San Diego	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Ramona MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/18		
Coefficient of Variance		15%		
Number of Observations		17		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 6,051	9.33%
Labor Market Median			\$ 6,335	5.07%
65th Percentile			\$ 6,530	2.15%
75th Percentile			\$ 6,626	0.71%
Percentile Rank			83	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Accounting Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vallecitos Water District	Finance Supervisor	\$ 9,260	\$ 10,834	17.0%
Ramona MWD	Accounting Supervisor	\$ 8,070	\$ 9,855	22.1%
Olivenhain MWD	Accounting Supervisor	\$ 7,860	\$ 9,828	25.0%
City of Escondido	Finance Manager	\$ 7,523	\$ 8,840	17.5%
City of San Diego	Supervising Management Analyst	\$ 7,536	\$ 8,333	10.6%
City of Oceanside	Supervising Accountant	\$ 6,826	\$ 7,987	17.0%
Carlsbad MWD [City of Carlsbad]	Accounting Supervisor	\$ 5,587	\$ 6,191	10.8%
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/7		
Coefficient of Variance		18%		
Number of Observations		6	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 8,673	11.75%
Labor Market Median			\$ 8,586	12.63%
65th Percentile			\$ 9,094	7.47%
75th Percentile			\$ 9,601	2.31%
Percentile Rank			79	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Administrative Analyst

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Carlsbad MWD [City of Carlsbad]	Management Analyst	\$ 6,511	\$ 7,723	18.6%
Helix Water District	Management Analyst	\$ 6,748	\$ 7,680	13.8%
Olivenhain MWD	Administrative Analyst	\$ 6,399	\$ 7,679	20.0%
San Dieguito Water District [City of Encinitas]	Management Analyst II	\$ 6,244	\$ 7,515	20.4%
City of Poway	Management Analyst	\$ 6,413	\$ 7,104	10.8%
City of San Diego	Associate Management Analyst	\$ 6,402	\$ 7,070	10.4%
City of Escondido	Management Analyst II	\$ 5,614	\$ 6,597	17.5%
City of Oceanside	Administrative Analyst II	\$ 5,462	\$ 6,388	16.9%
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/8		
Coefficient of Variance		7%		
Number of Observations		7	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 7,154	6.84%
Labor Market Median			\$ 7,104	7.49%
65th Percentile			\$ 7,474	2.67%
75th Percentile			\$ 7,598	1.05%
Percentile Rank			83	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Assistant General Manager

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Assistant General Manager	\$ 23,541	\$ 26,470	12.4%
Encina Wastewater Authority	Assistant General Manager	\$ 18,061	\$ 20,770	15.0%
Olivenhain MWD	Assistant General Manager	\$ 16,278	\$ 19,533	20.0%
Sweetwater Authority	Assistant General Manager	\$ 17,139	\$ 18,985	10.8%
Vallecitos Water District	Assistant General Manager	\$ 15,456	\$ 18,084	17.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/5		
Coefficient of Variance		18%		
Number of Observations		4	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 21,077	-7.90%
Labor Market Median			\$ 19,877	-1.76%
65th Percentile			\$ 20,681	-5.87%
75th Percentile			\$ 22,195	-13.63%
Percentile Rank			44	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Backflow & Cross Connection Coordinator I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Sweetwater Authority	Cross Connection Control Specialist I	\$ 6,465	\$ 7,160	10.8%
Valley Center MWD	Meter Services Technician II	\$ 5,893	\$ 6,895	17.0%
Otay Water District	Meter Maintenance Worker II	\$ 5,941	\$ 6,683	12.5%
Olivenhain MWD	Backflow & Cross Connection Coordinator I	\$ 5,564	\$ 6,673	19.9%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist I	\$ 5,575	\$ 6,524	17.0%
City of Escondido	Cross Connection Technician I	\$ 5,280	\$ 5,849	10.8%
City of San Diego	Senior Backflow & Cross Connection Spec	\$ 4,773	\$ 5,270	10.4%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/7		
Coefficient of Variance		11%		
Number of Observations		6	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 6,397	4.14%
Labor Market Median			\$ 6,603	1.05%
65th Percentile			\$ 6,736	-0.94%
75th Percentile			\$ 6,842	-2.53%
Percentile Rank			59	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Backflow & Cross Connection Coordinator II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Maintenance Technician II	\$ 7,197	\$ 8,092	12.4%
Helix Water District	Cross Connection Control Coordinator	\$ 7,086	\$ 8,064	13.8%
Padre Dam Water District	Water Quality Compliance Specialist	\$ 6,628	\$ 8,001	20.7%
Sweetwater Authority	Cross Connection Control Specialist II	\$ 7,134	\$ 7,902	10.8%
Carlsbad MWD [City of Carlsbad]	Cross Connection Control Technician	\$ 7,022	\$ 7,783	10.8%
Olivenhain MWD	Backflow & Cross Connection Coordinator II	\$ 6,399	\$ 7,679	20.0%
Valley Center MWD	Meter Services Technician III	\$ 6,497	\$ 7,602	17.0%
Yuima MWD	Lead Systems Technician	\$ 6,295	\$ 7,420	17.9%
City of Oceanside	Cross Connection Control Technician	\$ 6,264	\$ 7,328	17.0%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist II	\$ 6,129	\$ 7,171	17.0%
Santa Fe Irrigation District	Cross Connection & Recycled Water Tech	\$ 5,950	\$ 6,843	15.0%
City of Poway	Cross Connection Specialist	\$ 5,914	\$ 6,552	10.8%
City of Escondido	Cross Connection Technician II	\$ 5,828	\$ 6,456	10.8%
City of San Diego	Principal Backflow & Cross Connection Spec	\$ 5,371	\$ 5,938	10.6%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Olivenhain MWD Rank		6/14		
Coefficient of Variance		9%		
Number of Observations		13	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,319	4.68%
Labor Market Median			\$ 7,420	3.37%
65th Percentile			\$ 7,746	-0.88%
75th Percentile			\$ 7,902	-2.90%
Percentile Rank			62	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Cathodic Protection Technician

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	Cathodic Protection Technician	\$ 6,427	\$ 7,316	13.8%
City of San Diego	Principal Corrosion Engineering Aide	\$ 6,501	\$ 7,185	10.5%
Olivenhain MWD	Cathodic Protection Technician	\$ 5,564	\$ 6,673	19.9%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		2	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Collections Systems Operator I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Leucadia Wastewater District	Field Services Technician I	\$ 5,747	\$ 6,465	12.5%
Padre Dam Water District	Wastewater Collection Systems Worker (1st)	\$ 5,093	\$ 6,152	20.8%
Valley Center MWD	Wastewater Systems Technician I	\$ 5,216	\$ 6,103	17.0%
Carlsbad MWD [City of Carlsbad]	Waste Water Utility Worker I	\$ 5,424	\$ 6,010	10.8%
Olivenhain MWD	Collections Systems Operator I	\$ 4,885	\$ 5,860	20.0%
Otay Water District	Utility Worker I	\$ 5,132	\$ 5,773	12.5%
Rainbow MWD	Utility Worker I-Wastewater Services	\$ 4,704	\$ 5,763	22.5%
Ramona MWD	Collection System Worker I	\$ 4,959	\$ 5,644	13.8%
City of Escondido	Wastewater Collections Tech I	\$ 4,783	\$ 5,299	10.8%
Vallecitos Water District	Wastewater Collection Systems Worker I	\$ 4,347	\$ 5,086	17.0%
City of Oceanside	Utility Worker I	\$ 4,290	\$ 5,014	16.9%
City of Poway	Wastewater Utilities Worker I	\$ 4,508	\$ 4,993	10.8%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician I	\$ 4,208	\$ 4,790	13.8%
City of San Diego	Utility Worker 1	\$ 3,411	\$ 3,734	9.5%
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		5/14		
Coefficient of Variance		13%		
Number of Observations		13		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 5,448	7.02%
Labor Market Median			\$ 5,644	3.68%
65th Percentile			\$ 5,771	1.51%
75th Percentile			\$ 6,010	-2.57%
Percentile Rank			70	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Collections Systems Operator II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Leucadia Wastewater District	Field Services Technician II	\$ 6,336	\$ 7,128	12.5%
Valley Center MWD	Wastewater Systems Technician II	\$ 5,893	\$ 6,895	17.0%
Carlsbad MWD [City of Carlsbad]	Waste Water Utility Worker II	\$ 6,107	\$ 6,769	10.8%
Olivenhain MWD	Collections Systems Operator II	\$ 5,564	\$ 6,673	19.9%
Rainbow MWD	Utility Worker II-Wastewater	\$ 5,410	\$ 6,626	22.5%
Padre Dam Water District	Wastewater Collection Systems Worker (2nd)	\$ 5,321	\$ 6,425	20.7%
Otay Water District	Utility Worker II	\$ 5,658	\$ 6,365	12.5%
Ramona MWD	Collection System Worker II	\$ 5,467	\$ 6,218	13.7%
Vallecitos Water District	Wastewater Collection Systems Worker II	\$ 5,032	\$ 5,888	17.0%
City of Escondido	Wastewater Collections Tech II	\$ 5,280	\$ 5,849	10.8%
City of Poway	Wastewater Utilities Worker II	\$ 4,976	\$ 5,512	10.8%
City of Oceanside	Utility Worker II	\$ 4,708	\$ 5,507	17.0%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$ 4,377	\$ 5,122	17.0%
City of San Diego	Utility Worker 2	\$ 3,724	\$ 4,079	9.5%
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/14		
Coefficient of Variance		14%		
Number of Observations		13	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 6,029	9.65%
Labor Market Median			\$ 6,218	6.82%
65th Percentile			\$ 6,413	3.91%
75th Percentile			\$ 6,626	0.71%
Percentile Rank			78	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Collections Systems Operator III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Leucadia Wastewater District	Field Services Technician III	\$ 7,335	\$ 8,251	12.5%
Otay Water District	Utility Crew Leader	\$ 6,877	\$ 7,737	12.5%
Olivenhain MWD	Collections Systems Operator III	\$ 6,399	\$ 7,679	20.0%
Rainbow MWD	Utility Worker III-Wastewater	\$ 6,221	\$ 7,621	22.5%
Valley Center MWD	Wastewater Systems Technician III	\$ 6,497	\$ 7,602	17.0%
Carlsbad MWD [City of Carlsbad]	Waste Water Utility Worker III	\$ 6,815	\$ 7,554	10.8%
City of Escondido	Sr Wastewater Coll Technician	\$ 6,758	\$ 7,487	10.8%
Ramona MWD	Collection System Worker III	\$ 6,458	\$ 7,353	13.8%
Padre Dam Water District	Wastewater Collection Systems Worker (3rd)	\$ 5,744	\$ 6,935	20.7%
Vallecitos Water District	Senior Wastewater Collection Systems Worker	\$ 5,685	\$ 6,651	17.0%
City of Poway	Wastewater Utilities Crew Leader	\$ 5,914	\$ 6,552	10.8%
City of Oceanside	Utility Worker III	\$ 5,184	\$ 6,048	16.7%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$ 4,746	\$ 5,553	17.0%
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/13		
Coefficient of Variance		11%		
Number of Observations		12	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,112	7.38%
Labor Market Median			\$ 7,420	3.37%
65th Percentile			\$ 7,561	1.53%
75th Percentile			\$ 7,606	0.94%
Percentile Rank			86	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Customer Service & Public Affairs Supv

Agency	Comparable Class Title	Minimum	Midpoint	Spread
<i>Olivenhain MWD</i>	<i>Customer Service & Public Affairs Supv</i>	\$ 8,459	\$ 10,570	25.0%
Vista Irrigation District	Customer Service Supervisor	\$ 9,028	\$ 10,001	10.8%
Otay Water District	Customer Service Supervisor	\$ 7,961	\$ 8,956	12.5%
Helix Water District	Customer Service Supervisor	\$ 7,812	\$ 8,892	13.8%
Sweetwater Authority	Customer Service Supervisor	\$ 7,827	\$ 8,669	10.8%
Vallecitos Water District	Customer Service Supervisor	\$ 7,080	\$ 8,284	17.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		1/6		
Coefficient of Variance		7%		
Number of Observations		5	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 8,960	15.23%
Labor Market Median			\$ 8,892	15.88%
65th Percentile			\$ 8,930	15.51%
75th Percentile			\$ 8,956	15.27%
Percentile Rank			100	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Customer Services Manager

Agency	Comparable Class Title	Minimum	Midpoint	Spread
<i>Olivenhain MWD</i>	<i>Customer Services Manager</i>	\$ 11,627	\$ 15,107	29.9%
Helix Water District	Administrative Services Manager	\$ 10,993	\$ 12,511	13.8%
Sweetwater Authority	Customer Service Manager	\$ 11,264	\$ 12,478	10.8%
Otay Water District	Customer Service Manager	\$ 10,668	\$ 12,002	12.5%
Padre Dam Water District	Customer Service Manager	\$ 9,346	\$ 11,283	20.7%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		1/5		
Coefficient of Variance		5%		
Number of Observations		4	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 12,068	20.11%
Labor Market Median			\$ 12,240	18.98%
65th Percentile			\$ 12,454	17.56%
75th Percentile			\$ 12,486	17.35%
Percentile Rank			100	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Customer Services Representative I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Customer Service Representative II	\$ 5,220	\$ 5,870	12.4%
Helix Water District	Customer Service Representative I	\$ 5,035	\$ 5,731	13.8%
Padre Dam Water District	Customer Service Specialist (1st sal grade)	\$ 4,690	\$ 5,664	20.8%
Vallecitos Water District	Customer Service Representative II	\$ 4,792	\$ 5,607	17.0%
Sweetwater Authority	Customer Service Representative I (Office)	\$ 4,931	\$ 5,462	10.8%
Santa Fe Irrigation District	Customer Service Representative I	\$ 4,662	\$ 5,361	15.0%
Otay Water District	Customer Service Representative I	\$ 4,655	\$ 5,236	12.5%
Olivenhain MWD	Customer Services Representative I	\$ 4,323	\$ 5,184	19.9%
Ramona MWD	Customer Service Representative II	\$ 4,512	\$ 5,130	13.7%
Rainbow MWD	Customer Services Representative I	\$ 4,089	\$ 5,010	22.5%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician I	\$ 4,208	\$ 4,790	13.8%
City of Oceanside	Customer Account Representative I	\$ 3,482	\$ 4,005	15.0%
City of San Diego	Clerical Assistant II	\$ 3,543	\$ 3,907	10.3%
City of Poway	Customer Services Technician I	\$ 3,525	\$ 3,905	10.8%
City of Escondido	Customer Service Representative I	\$ 3,036	\$ 3,363	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		8/15		
Coefficient of Variance		16%		
Number of Observations		14		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 4,931	4.86%
Labor Market Median			\$ 5,183	0.01%
65th Percentile			\$ 5,406	-4.30%
75th Percentile			\$ 5,571	-7.47%
Percentile Rank			50	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Customer Services Representative II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Customer Service Specialist	\$ 6,053	\$ 6,807	12.5%
Helix Water District	Customer Service Representative II	\$ 5,829	\$ 6,635	13.8%
Padre Dam Water District	Customer Service Specialist (2nd sal grade)	\$ 5,093	\$ 6,152	20.8%
Sweetwater Authority	Customer Service Representative II (Office)	\$ 5,443	\$ 6,028	10.7%
Vista Irrigation District	Customer Service Representative	\$ 5,426	\$ 6,011	10.8%
Santa Fe Irrigation District	Customer Service Representative II	\$ 5,140	\$ 5,911	15.0%
Vallecitos Water District	Customer Service Representative III	\$ 5,032	\$ 5,888	17.0%
Olivenhain MWD	Customer Services Representative II	\$ 4,885	\$ 5,860	20.0%
Valley Center MWD	Consumer Services Assistant	\$ 4,968	\$ 5,813	17.0%
Otay Water District	Customer Service Representative II	\$ 5,132	\$ 5,773	12.5%
Rainbow MWD	Customer Services Representative II	\$ 4,704	\$ 5,763	22.5%
Ramona MWD	Customer Service Representative III	\$ 4,959	\$ 5,644	13.8%
Carlsbad MWD [City of Carlsbad]	Accounting Technician	\$ 5,058	\$ 5,606	10.8%
Yuima MWD	Accounting Technician	\$ 4,853	\$ 5,460	12.5%
Rincon Del Diablo MWD	Customer Service Representative	\$ 4,607	\$ 5,414	17.5%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$ 4,377	\$ 5,122	17.0%
City of Oceanside	Customer Account Representative II	\$ 3,817	\$ 4,396	15.2%
City of Poway	Customer Services Technician II	\$ 3,917	\$ 4,339	10.8%
City of San Diego	Customer Service Representative	\$ 3,905	\$ 4,310	10.4%
City of Escondido	Customer Service Representative II	\$ 3,351	\$ 3,712	10.8%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Olivenhain MWD Rank		8/20		
Coefficient of Variance		15%		
Number of Observations		19		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 5,515	5.88%
Labor Market Median			\$ 5,763	1.64%
65th Percentile			\$ 5,865	-0.10%
75th Percentile			\$ 5,961	-1.72%
Percentile Rank			65	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Department Assistant I (Grade 2)

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Sweetwater Authority	Office Assistant III	\$ 5,858	\$ 6,489	10.8%
Encina Wastewater Authority	Administrative Assistant I	\$ 4,681	\$ 5,383	15.0%
Olivenhain MWD	Department Assistant I (Grade 2)	\$ 4,323	\$ 5,184	19.9%
Carlsbad MWD [City of Carlsbad]	Secretary	\$ 4,488	\$ 4,974	10.8%
Padre Dam Water District	Administrative Assistant	\$ 3,803	\$ 4,591	20.7%
City of Oceanside	Senior Office Specialist	\$ 3,635	\$ 4,184	15.1%
City of San Diego	Clerical Assistant II	\$ 3,543	\$ 3,907	10.3%
City of Poway	Administrative Assistant II	\$ 3,352	\$ 3,713	10.8%
City of Escondido	Department Assistant	\$ 3,112	\$ 3,447	10.8%
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/9		
Coefficient of Variance		22%		
Number of Observations		8	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 4,586	11.53%
Labor Market Median			\$ 4,387	15.36%
65th Percentile			\$ 4,802	7.37%
75th Percentile			\$ 5,076	2.07%
Percentile Rank			79	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Department Assistant II (Grade 3)

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Administrative Assistant III	\$ 5,477	\$ 6,408	17.0%
Vista Irrigation District	Facilities Office Assistant	\$ 5,678	\$ 6,290	10.8%
Leucadia Wastewater District	Administrative Specialist	\$ 5,213	\$ 5,864	12.5%
Olivenhain MWD	Department Assistant II (Grade 3)	\$ 4,885	\$ 5,860	20.0%
Otay Water District	Department Assistant	\$ 5,132	\$ 5,773	12.5%
Carlsbad MWD [City of Carlsbad]	Administrative Secretary	\$ 4,857	\$ 5,383	10.8%
Padre Dam Water District	Administrative Assistant	\$ 4,215	\$ 5,087	20.7%
Rincon Del Diablo MWD	Administrative Assistant	\$ 4,179	\$ 4,911	17.5%
San Dieguito Water District [City of Encinitas]	Program Assistant II	\$ 4,208	\$ 4,790	13.8%
City of Oceanside	Administrative Secretary	\$ 4,073	\$ 4,762	16.9%
City of Poway	Senior Administrative Assistant	\$ 4,290	\$ 4,753	10.8%
City of Escondido	Administrative Coordinator	\$ 4,289	\$ 4,752	10.8%
San Elijo JPA	Administrative Assistant II	\$ 3,776	\$ 4,750	25.8%
City of San Diego	Senior Clerk Typist	\$ 4,190	\$ 4,622	10.3%
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/14		
Coefficient of Variance		12%		
Number of Observations		13	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 5,242	10.54%
Labor Market Median			\$ 4,911	16.20%
65th Percentile			\$ 5,324	9.14%
75th Percentile			\$ 5,773	1.47%
Percentile Rank			83	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Manager

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Director of Engineering	\$ 16,564	\$ 18,349	10.8%
Sweetwater Authority	Director of Engineering	\$ 16,147	\$ 17,886	10.8%
Otay Water District	Chief, Engineering	\$ 15,012	\$ 16,891	12.5%
Valley Center MWD	District Engineer/Deputy GM	\$ 14,382	\$ 16,793	16.8%
Santa Fe Irrigation District	Engineering Services Director	\$ 14,569	\$ 16,754	15.0%
Vallecitos Water District	District Engineer	\$ 14,019	\$ 16,403	17.0%
Padre Dam Water District	Director of Engineering & Planning	\$ 13,615	\$ 16,260	19.4%
Olivenhain MWD	Engineering Manager	\$ 12,529	\$ 16,256	29.7%
Rainbow MWD	Engineering and Capital Improvement Program Manager	\$ 13,113	\$ 15,997	22.0%
Helix Water District	Engineering Manager	\$ 13,362	\$ 15,207	13.8%
Rincon Del Diablo MWD	Engineering Manager	\$ 12,837	\$ 15,084	17.5%
City of Escondido	City Engineer	\$ 12,255	\$ 14,400	17.5%
City of Poway	City Engineer	\$ 11,808	\$ 13,080	10.8%
City of Oceanside	City Engineer	\$ 10,932	\$ 12,792	17.0%
Carlsbad MWD [City of Carlsbad]	Engineering Manager	\$ 10,115	\$ 12,387	22.5%
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Ramona MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		8/15		
Coefficient of Variance		12%		
Number of Observations		14	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 15,592	4.09%
Labor Market Median			\$ 16,128	0.78%
65th Percentile			\$ 16,561	-1.88%
75th Percentile			\$ 16,784	-3.25%
Percentile Rank			54	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Services Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Construction Inspector Supervisor	\$ 8,497	\$ 9,941	17.0%
Olivenhain MWD	Engineering Services Supervisor	\$ 7,860	\$ 9,828	25.0%
Vallecitos Water District	Construction Inspection Supervisor	\$ 7,618	\$ 8,914	17.0%
City of Escondido	Field Engineering Supervisor	\$ 7,029	\$ 7,786	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/4		
Coefficient of Variance		12%		
Number of Observations		3	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 8,880	9.64%
Labor Market Median			\$ 8,914	9.30%
65th Percentile			\$ 9,222	6.17%
75th Percentile			\$ 9,427	4.07%
Percentile Rank			94	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Technician I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Engineering Specialist I	\$ 7,652	\$ 8,477	10.8%
Padre Dam Water District	Engineering Technician (1st)	\$ 5,744	\$ 6,935	20.7%
Fallbrook PUD	Engineering Technician I	\$ 6,053	\$ 6,807	12.5%
Valley Center MWD	Engineering Technician I	\$ 5,751	\$ 6,729	17.0%
Olivenhain MWD	Engineering Technician I	\$ 5,564	\$ 6,673	19.9%
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$ 5,114	\$ 6,155	20.4%
Vallecitos Water District	Engineering Technician I	\$ 5,156	\$ 6,033	17.0%
City of Poway	Engineering Technician I	\$ 4,976	\$ 5,512	10.8%
Carlsbad MWD [City of Carlsbad]	Engineering Technician I	\$ 4,956	\$ 5,493	10.8%
City of Oceanside	Engineering Assistant I	\$ 4,316	\$ 5,050	17.0%
City of Escondido	Engineering Technician I	\$ 4,397	\$ 4,871	10.8%
City of San Diego	Engrng Trainee	\$ 4,162	\$ 4,589	10.3%
Encina Wastewater Authority	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		5/12		
Coefficient of Variance		19%		
Number of Observations		11	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 6,059	9.21%
Labor Market Median			\$ 6,033	9.59%
65th Percentile			\$ 6,442	3.47%
75th Percentile			\$ 6,768	-1.42%
Percentile Rank			69	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Technician II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Engineering Specialist II	\$ 8,188	\$ 9,071	10.8%
Olivenhain MWD	Engineering Technician II	\$ 6,399	\$ 7,679	20.0%
Padre Dam Water District	Engineering Technician (2nd)	\$ 6,313	\$ 7,620	20.7%
Santa Fe Irrigation District	Engineering Technician	\$ 6,560	\$ 7,544	15.0%
Fallbrook PUD	Engineering Technician II	\$ 6,682	\$ 7,513	12.4%
Valley Center MWD	Engineering Technician II	\$ 6,340	\$ 7,418	17.0%
Helix Water District	Engineering Technician	\$ 6,427	\$ 7,316	13.8%
Otay Water District	Engineering Technician	\$ 6,238	\$ 7,017	12.5%
Sweetwater Authority	Engineering Technician	\$ 6,306	\$ 6,985	10.8%
Vallecitos Water District	Engineering Technician II	\$ 5,969	\$ 6,984	17.0%
San Dieguito Water District [City of Encinitas]	Engineering Specialist II	\$ 5,575	\$ 6,710	20.4%
Rincon Del Diablo MWD	Engineering Technician	\$ 5,601	\$ 6,581	17.5%
Ramona MWD	Engineering Technician	\$ 5,730	\$ 6,522	13.8%
City of San Diego	Senior Engineering Aide	\$ 5,774	\$ 6,378	10.5%
Carlsbad MWD [City of Carlsbad]	Engineering Technician II	\$ 5,753	\$ 6,376	10.8%
City of Poway	Engineering Technician II	\$ 5,492	\$ 6,084	10.8%
City of Oceanside	Engineering Assistant II	\$ 4,933	\$ 5,777	17.1%
City of Escondido	Engineering Technician II	\$ 4,853	\$ 5,376	10.8%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/18		
Coefficient of Variance		12%		
Number of Observations		17	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 6,898	10.16%
Labor Market Median			\$ 6,984	9.05%
65th Percentile			\$ 7,137	7.06%
75th Percentile			\$ 7,418	3.39%
Percentile Rank			94	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Engineering Technician III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Olivenhain MWD	Engineering Technician III	\$ 7,422	\$ 8,906	20.0%
Fallbrook PUD	Engineering Technician III	\$ 7,750	\$ 8,714	12.4%
Helix Water District	Senior Engineering Technician	\$ 7,441	\$ 8,469	13.8%
Sweetwater Authority	Senior Engineering Technician	\$ 7,494	\$ 8,301	10.8%
Valley Center MWD	Engineering Technician III	\$ 6,990	\$ 8,179	17.0%
Padre Dam Water District	Engineering Technician (3rd)	\$ 6,737	\$ 8,137	20.8%
Vallecitos Water District	Engineering Technician III	\$ 6,910	\$ 8,085	17.0%
Otay Water District	Senior Engineering Technician	\$ 6,877	\$ 7,737	12.5%
San Dieguito Water District [City of Encinitas]	Engineering Specialist III	\$ 6,129	\$ 7,377	20.4%
City of Oceanside	Senior Engineering Assistant	\$ 6,275	\$ 7,341	17.0%
City of San Diego	Principal Engineering Aide	\$ 6,501	\$ 7,185	10.5%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		1/11		
Coefficient of Variance		7%		
Number of Observations		10	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 7,952	10.71%
Labor Market Median			\$ 8,111	8.93%
65th Percentile			\$ 8,173	8.23%
75th Percentile			\$ 8,270	7.14%
Percentile Rank			100	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Equipment Technician

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Padre Dam Water District	Equipment Mechanic	\$ 6,737	\$ 8,137	20.8%
Rainbow MWD	Mechanic II	\$ 6,221	\$ 7,621	22.5%
Helix Water District	Equipment Repair Technician	\$ 6,427	\$ 7,316	13.8%
Vista Irrigation District	Equipment Mechanic	\$ 6,528	\$ 7,232	10.8%
Fallbrook PUD	Equipment Mechanic	\$ 6,204	\$ 6,977	12.5%
City of Oceanside	Automotive Technician III	\$ 5,916	\$ 6,924	17.0%
Valley Center MWD	Fleet Mechanic II	\$ 5,893	\$ 6,895	17.0%
Ramona MWD	Equipment Maintenance Mechanic II	\$ 6,015	\$ 6,844	13.8%
City of Escondido	Equipment Mechanic II	\$ 6,115	\$ 6,774	10.8%
Otay Water District	Equipment Mechanic II	\$ 5,941	\$ 6,683	12.5%
Olivenhain MWD	Equipment Technician	\$ 5,564	\$ 6,673	19.9%
Vallecitos Water District	Mechanic	\$ 5,685	\$ 6,651	17.0%
Sweetwater Authority	Equipment Mechanic	\$ 6,005	\$ 6,651	10.7%
Carlsbad MWD [City of Carlsbad]	Equipment Technician II	\$ 5,313	\$ 5,888	10.8%
San Dieguito Water District [City of Encinitas]	Heavy Equipment Mechanic II	\$ 4,746	\$ 5,712	20.4%
City of Poway	Equipment Mechanic	\$ 4,620	\$ 5,118	10.8%
City of San Diego	Equipment Technician II	\$ 4,416	\$ 4,841	9.6%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		11/17		
Coefficient of Variance		13%		
Number of Observations		16	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 6,641	0.48%
Labor Market Median			\$ 6,809	-2.03%
65th Percentile			\$ 6,917	-3.65%
75th Percentile			\$ 7,041	-5.50%
Percentile Rank			38	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Executive Secretary

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	Board Secretary	\$ 9,497	\$ 10,808	13.8%
Fallbrook PUD	Executive Assistant/ Board Secretary	\$ 9,210	\$ 10,356	12.4%
Otay Water District	District Secretary	\$ 8,777	\$ 9,874	12.5%
Sweetwater Authority	Board Secretary/Administrative Assistant	\$ 8,872	\$ 9,828	10.8%
Padre Dam Water District	Board Secretary	\$ 7,906	\$ 9,547	20.8%
Encina Wastewater Authority	Board Secretary/Executive Assistant	\$ 8,127	\$ 9,346	15.0%
Leucadia Wastewater District	Executive Assistant	\$ 8,087	\$ 9,098	12.5%
Vista Irrigation District	Executive Assistant/Secretary of the Board	\$ 8,188	\$ 9,071	10.8%
Valley Center MWD	Executive Assistant/Secretary to the Board	\$ 7,707	\$ 9,017	17.0%
Olivenhain MWD	Executive Secretary	\$ 7,422	\$ 8,906	20.0%
Santa Fe Irrigation District	Executive Assistant/Board Secretary	\$ 7,594	\$ 8,733	15.0%
Rincon Del Diablo MWD	Executive Assistant/Clerk of the Board	\$ 6,808	\$ 8,000	17.5%
Carlsbad MWD [City of Carlsbad]	Executive Assistant	\$ 6,511	\$ 7,723	18.6%
Rainbow MWD	Executive Assistant/Board Secretary	\$ 6,221	\$ 7,621	22.5%
Vallecitos Water District	Executive Assistant	\$ 6,422	\$ 7,514	17.0%
San Dieguito Water District [City of Encinitas]	Executive Assistant to the City Manager	\$ 5,681	\$ 6,837	20.3%
City of Escondido	Executive Assistant - City Atty	\$ 5,769	\$ 6,391	10.8%
City of Poway	Executive Assistant to the City Manager	\$ 5,263	\$ 5,830	10.8%
City of Oceanside	No Comparable Class			
City of San Diego	No Comparable Class			
Ramona MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		10/18		
Coefficient of Variance		17%		
Number of Observations		17		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 8,564	3.84%
Labor Market Median			\$ 9,017	-1.25%
65th Percentile			\$ 9,197	-3.27%
75th Percentile			\$ 9,547	-7.19%
Percentile Rank			48	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Facilities Coordinator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
<i>Olivenhain MWD</i>	<i>Facilities Coordinator</i>	\$ 7,422	\$ 8,906	20.0%
Santa Fe Irrigation District	Facilities & Fleet Maintenance Coordinator	\$ 6,247	\$ 7,185	15.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		1	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Field Services Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Customer Service Supervisor	\$ 9,028	\$ 10,001	10.8%
Valley Center MWD	Meter Services Supervisor	\$ 8,497	\$ 9,941	17.0%
Ramona MWD	Meter Services Supervisor	\$ 8,070	\$ 9,855	22.1%
Olivenhain MWD	Field Services Supervisor	\$ 7,860	\$ 9,828	25.0%
Vallecitos Water District	Meter Service Supervisor	\$ 7,435	\$ 8,699	17.0%
Sweetwater Authority	Customer Service Supervisor (field)	\$ 7,827	\$ 8,669	10.8%
Carlsbad MWD [City of Carlsbad]	Meter Services Supervisor	\$ 6,511	\$ 7,723	18.6%
City of Oceanside	Meter Services Supervisor	\$ 6,037	\$ 7,063	17.0%
City of Escondido	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/8		
Coefficient of Variance		13%		
Number of Observations		7	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 8,850	9.95%
Labor Market Median			\$ 8,699	11.49%
65th Percentile			\$ 9,739	0.90%
75th Percentile			\$ 9,898	-0.71%
Percentile Rank			66	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Field Services Technician I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Meter Services Technician I	\$ 5,216	\$ 6,103	17.0%
Santa Fe Irrigation District	Utility Worker I	\$ 5,140	\$ 5,911	15.0%
Fallbrook PUD	Utility Worker I	\$ 5,220	\$ 5,870	12.4%
Rainbow MWD	Utility Worker I	\$ 4,704	\$ 5,763	22.5%
Rincon Del Diablo MWD	Water Service Technician I	\$ 4,838	\$ 5,685	17.5%
Ramona MWD	Meter Services Worker I	\$ 4,959	\$ 5,644	13.8%
Sweetwater Authority	Customer Service Representative I (Field)	\$ 4,931	\$ 5,462	10.8%
Padre Dam Water District	Field Services Technician (1st sal grade)	\$ 4,443	\$ 5,362	20.7%
Otay Water District	Customer Service Field Representative I	\$ 4,655	\$ 5,236	12.5%
Helix Water District	Meter Reader I	\$ 4,567	\$ 5,198	13.8%
Olivenhain MWD	Field Services Technician I	\$ 4,323	\$ 5,184	19.9%
Vallecitos Water District	Meter Service Worker I	\$ 4,242	\$ 4,963	17.0%
Vista Irrigation District	Meter Reader Trainee	\$ 4,463	\$ 4,944	10.8%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician I	\$ 4,208	\$ 4,790	13.8%
City of Oceanside	Meter Service Worker I	\$ 3,874	\$ 4,526	16.8%
City of Escondido	Water Meter Reader	\$ 4,024	\$ 4,458	10.8%
Carlsbad MWD [City of Carlsbad]	Meter Services Worker I	\$ 3,676	\$ 4,074	10.8%
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		11/17		
Coefficient of Variance		11%		
Number of Observations		16	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 5,249	-1.27%
Labor Market Median			\$ 5,299	-2.23%
65th Percentile			\$ 5,598	-8.00%
75th Percentile			\$ 5,705	-10.05%
Percentile Rank			40	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Field Services Technician II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Meter Services Technician II	\$ 5,893	\$ 6,895	17.0%
Santa Fe Irrigation District	Utility Worker II	\$ 5,950	\$ 6,843	15.0%
Rainbow MWD	Utility Worker II	\$ 5,410	\$ 6,626	22.5%
Fallbrook PUD	Utility Worker II	\$ 5,762	\$ 6,480	12.5%
Helix Water District	Meter Services Field Representative	\$ 5,552	\$ 6,319	13.8%
Rincon Del Diablo MWD	Water Service Technician II	\$ 5,334	\$ 6,268	17.5%
Ramona MWD	Meter Services Worker II	\$ 5,467	\$ 6,218	13.7%
Sweetwater Authority	Customer Service Representative II (Field)	\$ 5,443	\$ 6,028	10.7%
Olivenhain MWD	Field Services Technician II	\$ 4,885	\$ 5,860	20.0%
Padre Dam Water District	Field Services Technician (2nd sal grade)	\$ 4,850	\$ 5,856	20.7%
Otay Water District	Customer Service Field Representative II	\$ 5,132	\$ 5,773	12.5%
Vallecitos Water District	Meter Service Worker II	\$ 4,911	\$ 5,746	17.0%
City of Escondido	Water Service Representative	\$ 5,025	\$ 5,567	10.8%
City of Poway	Customer Services Field Worker	\$ 4,976	\$ 5,512	10.8%
Vista Irrigation District	Meter Reader	\$ 4,687	\$ 5,192	10.8%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$ 4,377	\$ 5,122	17.0%
Carlsbad MWD [City of Carlsbad]	Meter Services Worker II	\$ 4,576	\$ 5,073	10.9%
City of Oceanside	Meter Service Worker II	\$ 4,240	\$ 4,967	17.1%
City of San Diego	Field Representative	\$ 3,828	\$ 4,220	10.2%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		9/19		
Coefficient of Variance		12%		
Number of Observations		18		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 5,817	0.73%
Labor Market Median			\$ 5,814	0.77%
65th Percentile			\$ 6,221	-6.17%
75th Percentile			\$ 6,306	-7.62%
Percentile Rank			53	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Field Services Technician III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Senior Meter Services Technician	\$ 7,163	\$ 8,381	17.0%
Santa Fe Irrigation District	Senior Utility Worker	\$ 7,232	\$ 8,317	15.0%
Rainbow MWD	Utility Worker III	\$ 6,221	\$ 7,621	22.5%
Ramona MWD	Meter Services Worker III	\$ 6,458	\$ 7,353	13.8%
Helix Water District	Senior Meter Maintenance Technician	\$ 6,427	\$ 7,316	13.8%
Rincon Del Diablo MWD	Senior Water Service Technician	\$ 6,175	\$ 7,256	17.5%
Sweetwater Authority	Customer Service Leadworker (Field)	\$ 6,153	\$ 6,815	10.8%
Padre Dam Water District	Field Services Technician (5th)	\$ 5,588	\$ 6,746	20.7%
Otay Water District	Lead Customer Service Field Representative	\$ 5,941	\$ 6,683	12.5%
Olivenhain MWD	Field Services Technician III	\$ 5,564	\$ 6,673	19.9%
City of Poway	Lead Customer Services Field Worker	\$ 5,492	\$ 6,084	10.8%
City of Oceanside	Senior Meter Service Worker	\$ 5,148	\$ 6,026	17.1%
Carlsbad MWD [City of Carlsbad]	Meter Services Worker III	\$ 5,210	\$ 5,775	10.8%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$ 4,746	\$ 5,553	17.0%
City of Escondido	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		10/14		
Coefficient of Variance		13%		
Number of Observations		13	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 6,917	-3.65%
Labor Market Median			\$ 6,815	-2.12%
65th Percentile			\$ 7,304	-9.44%
75th Percentile			\$ 7,353	-10.18%
Percentile Rank			33	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Finance Manager

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Asst GM/CFO	\$ 17,503	\$ 19,682	12.4%
Ramona MWD	Chief Financial Officer	\$ 15,369	\$ 17,488	13.8%
Leucadia Wastewater District	Director of Finance & Administration	\$ 15,400	\$ 17,325	12.5%
Sweetwater Authority	Director of Finance	\$ 15,556	\$ 17,231	10.8%
Otay Water District	Chief Financial Officer	\$ 15,012	\$ 16,891	12.5%
Vallecitos Water District	Chief Financial Officer	\$ 14,019	\$ 16,403	17.0%
Padre Dam Water District	Director of Finance/CFO	\$ 13,615	\$ 16,260	19.4%
Olivenhain MWD	Finance Manager	\$ 12,529	\$ 16,256	29.7%
Carlsbad MWD [City of Carlsbad]	Finance Director	\$ 13,296	\$ 16,151	21.5%
Vista Irrigation District	Director of Administration	\$ 14,451	\$ 16,009	10.8%
Valley Center MWD	Director of Finance	\$ 13,707	\$ 16,003	16.8%
Rainbow MWD	Finance Manager	\$ 13,113	\$ 15,997	22.0%
San Dieguito Water District [City of Encinitas]	Director of Finance/City Treasurer	\$ 12,054	\$ 15,845	31.4%
City of Oceanside	Financial Services Director	\$ 12,958	\$ 15,550	20.0%
Rincon Del Diablo MWD	Director of Admin & Finance	\$ 12,837	\$ 15,084	17.5%
San Elijo JPA	Director of Finance/Administration	\$ 11,672	\$ 14,694	25.9%
Helix Water District	Finance Manager	\$ 12,120	\$ 13,793	13.8%
City of Escondido	Dir of Finance	\$ 11,671	\$ 13,714	17.5%
Yuima MWD	Finance & Admin Services Manager	\$ 8,333	\$ 9,375	12.5%
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Olivenhain MWD Rank		8/19		
Coefficient of Variance		13%		
Number of Observations		18		
Variability		High	Market Value	Percent +/-
Labor Market Mean			\$ 15,750	3.11%
Labor Market Median			\$ 16,006	1.54%
65th Percentile			\$ 16,267	-0.07%
75th Percentile			\$ 16,769	-3.16%
Percentile Rank			65	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Financial Analyst I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Accountant	\$ 7,652	\$ 8,477	10.8%
San Dieguito Water District [City of Encinitas]	Financial Analyst I	\$ 5,681	\$ 6,837	20.3%
Olivenhain MWD	Financial Analyst I	\$ 5,564	\$ 6,673	19.9%
San Elijo JPA	Analyst I	\$ 5,207	\$ 6,305	21.1%
City of San Diego	Assistant Management Analyst	\$ 5,268	\$ 5,835	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/5		
Coefficient of Variance		17%		
Number of Observations		4	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 6,863	-2.85%
Labor Market Median			\$ 6,571	1.53%
65th Percentile			\$ 6,810	-2.05%
75th Percentile			\$ 7,247	-8.59%
Percentile Rank			56	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Financial Analyst II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Senior Accountant	\$ 8,633	\$ 9,563	10.8%
Olivenhain MWD	Financial Analyst II	\$ 7,422	\$ 8,906	20.0%
San Dieguito Water District [City of Encinitas]	Financial Analyst II	\$ 6,244	\$ 7,515	20.4%
City of Oceanside	Financial Analyst	\$ 6,202	\$ 7,258	17.0%
City of San Diego	Associate Management Analyst	\$ 6,402	\$ 7,070	10.4%
San Elijo JPA	Analyst II	\$ 5,724	\$ 6,931	21.1%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/6		
Coefficient of Variance		14%		
Number of Observations		5	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,667	13.91%
Labor Market Median			\$ 7,258	18.51%
65th Percentile			\$ 7,412	16.77%
75th Percentile			\$ 7,515	15.62%
Percentile Rank			92	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources Analyst

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Human Resources Analyst	\$ 7,707	\$ 9,017	17.0%
Olivenhain MWD	Human Resources Analyst	\$ 7,422	\$ 8,906	20.0%
Helix Water District	Human Resources Analyst	\$ 7,441	\$ 8,469	13.8%
Rincon Del Diablo MWD	Human Resources & Risk Analyst	\$ 7,148	\$ 8,399	17.5%
Sweetwater Authority	Human Resources Analyst	\$ 7,484	\$ 8,289	10.8%
Vallecitos Water District	Human Resources Analyst	\$ 7,080	\$ 8,284	17.0%
Padre Dam Water District	Human Resources Specialist	\$ 6,737	\$ 8,137	20.8%
Otay Water District	Human Resources Analyst	\$ 7,221	\$ 8,123	12.5%
Carlsbad MWD [City of Carlsbad]	Management Analyst	\$ 6,511	\$ 7,723	18.6%
San Elijo JPA	Analyst III	\$ 6,189	\$ 7,714	24.6%
City of Oceanside	Human Resources Analyst II	\$ 6,495	\$ 7,601	17.0%
San Dieguito Water District [City of Encinitas]	Human Resources Analyst II	\$ 6,244	\$ 7,515	20.4%
City of San Diego	Associate Management Analyst	\$ 6,402	\$ 7,070	10.4%
City of Escondido	Human Resources Analyst II	\$ 5,346	\$ 6,282	17.5%
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/14		
Coefficient of Variance		9%		
Number of Observations		13	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,894	11.36%
Labor Market Median			\$ 8,123	8.79%
65th Percentile			\$ 8,255	7.31%
75th Percentile			\$ 8,289	6.93%
Percentile Rank			98	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Human Resources Manager

Agency	Comparable Class Title	Minimum	Midpoint	Spread
City of Poway	Director of HR & Risk Management	\$ 13,473	\$ 16,168	20.0%
Carlsbad MWD [City of Carlsbad]	Human Resources Director	\$ 13,296	\$ 16,151	21.5%
San Dieguito Water District [City of Encinitas]	Director of Human Resources	\$ 12,054	\$ 15,845	31.4%
Olivenhain MWD	Human Resources Manager	\$ 11,627	\$ 15,107	29.9%
City of Oceanside	Human Resources Director	\$ 12,484	\$ 14,981	20.0%
Vista Irrigation District	Human Resources Manager	\$ 13,333	\$ 14,770	10.8%
Vallecitos Water District	Human Resources and Risk Manager	\$ 12,409	\$ 14,519	17.0%
Otay Water District	Human Resources Manager	\$ 12,350	\$ 13,894	12.5%
Padre Dam Water District	Director of Human Resources	\$ 11,457	\$ 13,833	20.7%
Helix Water District	Human Resources Manager	\$ 12,120	\$ 13,793	13.8%
Sweetwater Authority	Human Resources Manager	\$ 12,208	\$ 13,523	10.8%
Encina Wastewater Authority	Human Resources Manager	\$ 11,667	\$ 13,417	15.0%
Rainbow MWD	Human Resources Manager	\$ 10,839	\$ 13,276	22.5%
Santa Fe Irrigation District	Human Resources Manager	\$ 9,230	\$ 10,615	15.0%
City of Escondido	No Comparable Class			
City of San Diego	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/14		
Coefficient of Variance		10%		
Number of Observations		13	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 14,214	5.91%
Labor Market Median			\$ 13,894	8.03%
65th Percentile			\$ 14,719	2.56%
75th Percentile			\$ 14,981	0.83%
Percentile Rank			76	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Technologies Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Sweetwater Authority	Information Systems Manager	\$ 12,117	\$ 13,422	10.8%
Encina Wastewater Authority	Information Systems Manager	\$ 11,667	\$ 13,417	15.0%
Otay Water District	Information Technology Manager	\$ 11,762	\$ 13,232	12.5%
Santa Fe Irrigation District	Information Technology Manager	\$ 11,200	\$ 12,880	15.0%
Padre Dam Water District	Information Systems Manager	\$ 10,575	\$ 12,768	20.7%
Helix Water District	Information & Process Systems Supv	\$ 10,993	\$ 12,511	13.8%
Rincon Del Diablo MWD	Information Technology Manager	\$ 10,058	\$ 11,819	17.5%
City of Poway	Assistant Director of Finance Operations	\$ 10,533	\$ 11,669	10.8%
City of Oceanside	Information Technology Division Manager	\$ 9,788	\$ 11,452	17.0%
Olivenhain MWD	Information Technologies Supervisor	\$ 9,098	\$ 11,366	24.9%
City of Escondido	Dep Dir of Information Systems	\$ 9,602	\$ 11,282	17.5%
Vista Irrigation District	Information Technology Supervisor	\$ 10,018	\$ 11,098	10.8%
City of San Diego	Information Systems Administrator	\$ 8,702	\$ 9,621	10.6%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		10/13		
Coefficient of Variance		9%		
Number of Observations		12	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 12,097	-6.43%
Labor Market Median			\$ 12,165	-7.03%
65th Percentile			\$ 12,784	-12.48%
75th Percentile			\$ 12,968	-14.09%
Percentile Rank			23	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Information Technology Coordinator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vista Irrigation District	Information Technology System Administrator	\$ 8,633	\$ 9,563	10.8%
Olivenhain MWD	Information Technology Coordinator	\$ 6,399	\$ 7,679	20.0%
Helix Water District	Network Support Technician	\$ 6,427	\$ 7,316	13.8%
San Dieguito Water District [City of Encinitas]	Information Technology Technician II	\$ 4,746	\$ 5,712	20.4%
City of San Diego	Information Systems Technician	\$ 5,141	\$ 5,669	10.3%
City of Escondido	Network Systems Technician II	\$ 4,974	\$ 5,510	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/6		
Coefficient of Variance		26%		
Number of Observations		5	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 6,754	12.04%
Labor Market Median			\$ 5,712	25.61%
65th Percentile			\$ 6,674	13.08%
75th Percentile			\$ 7,316	4.73%
Percentile Rank			79	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Inspector I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Santa Fe Irrigation District	Facilities Locator/Inspector	\$ 6,247	\$ 7,185	15.0%
Helix Water District	Facility Location/Survey Technician	\$ 6,122	\$ 6,967	13.8%
Vista Irrigation District	Facilities Locator	\$ 6,039	\$ 6,690	10.8%
Olivenhain MWD	Inspector I	\$ 5,564	\$ 6,673	19.9%
Vallecitos Water District	Facility Locator	\$ 5,685	\$ 6,651	17.0%
Padre Dam Water District	Construction Inspector (1st sal grade)	\$ 5,321	\$ 6,425	20.7%
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$ 5,114	\$ 6,155	20.4%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/7		
Coefficient of Variance		6%		
Number of Observations		6	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 6,679	-0.08%
Labor Market Median			\$ 6,671	0.04%
65th Percentile			\$ 6,759	-1.29%
75th Percentile			\$ 6,898	-3.36%
Percentile Rank			51	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Inspector II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Rainbow MWD	Senior Engineering Inspector	\$ 8,228	\$ 10,080	22.5%
Vista Irrigation District	Engineering Inspector	\$ 8,188	\$ 9,071	10.8%
Helix Water District	Inspector II	\$ 7,441	\$ 8,469	13.8%
Sweetwater Authority	Senior Engineering Technician	\$ 7,494	\$ 8,301	10.8%
Valley Center MWD	Construction Inspector	\$ 6,822	\$ 7,982	17.0%
Otay Water District	Construction Inspector II	\$ 6,877	\$ 7,737	12.5%
Vallecitos Water District	Construction Inspector II	\$ 6,581	\$ 7,700	17.0%
Olivenhain MWD	Inspector II	\$ 6,399	\$ 7,679	20.0%
Fallbrook PUD	Engineering Technician II	\$ 6,682	\$ 7,513	12.4%
City of San Diego	Principal Engineering Aide	\$ 6,501	\$ 7,185	10.5%
Carlsbad MWD [City of Carlsbad]	Construction Inspector II	\$ 6,356	\$ 7,046	10.9%
Padre Dam Water District	Construction Inspector (2nd sal grade)	\$ 5,744	\$ 6,935	20.7%
City of Escondido	Field Engineering Inspector II	\$ 6,212	\$ 6,882	10.8%
City of Oceanside	Public Works Inspector	\$ 5,496	\$ 6,431	17.0%
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$ 5,114	\$ 6,155	20.4%
City of Poway	Engineering Inspector	\$ 5,492	\$ 6,084	10.8%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		8/16		
Coefficient of Variance		15%		
Number of Observations		15	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 7,571	1.40%
Labor Market Median			\$ 7,513	2.16%
65th Percentile			\$ 7,761	-1.07%
75th Percentile			\$ 8,141	-6.02%
Percentile Rank			56	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Inspector III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	Inspector III	\$ 8,204	\$ 9,337	13.8%
Olivenhain MWD	Inspector III	\$ 7,422	\$ 8,906	20.0%
Valley Center MWD	Senior Construction Inspector	\$ 7,521	\$ 8,800	17.0%
Fallbrook PUD	Engineering Technician III	\$ 7,750	\$ 8,714	12.4%
Otay Water District	Lead Construction Inspector	\$ 7,582	\$ 8,530	12.5%
Carlsbad MWD [City of Carlsbad]	Senior Construction Inspector	\$ 7,379	\$ 8,178	10.8%
Padre Dam Water District	Construction Inspector (4th)	\$ 6,737	\$ 8,137	20.8%
San Dieguito Water District [City of Encinitas]	Engineering Specialist III	\$ 6,129	\$ 7,377	20.4%
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/8		
Coefficient of Variance		7%		
Number of Observations		7	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 8,439	5.25%
Labor Market Median			\$ 8,530	4.22%
65th Percentile			\$ 8,695	2.37%
75th Percentile			\$ 8,757	1.68%
Percentile Rank			87	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Instrument & Controls Technician I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	SCADA/Instrumentation/Electrical Tech II	\$ 8,204	\$ 9,337	13.8%
Rainbow MWD	Electrical/Electronic Technician I	\$ 6,221	\$ 7,621	22.5%
Sweetwater Authority	Instrument & Control Technician I	\$ 6,465	\$ 7,160	10.8%
City of Escondido	Control Systems Technician I	\$ 6,433	\$ 7,126	10.8%
Valley Center MWD	Pump Facilities Technician II	\$ 5,893	\$ 6,895	17.0%
Olivenhain MWD	Instrument & Controls Technician I	\$ 5,564	\$ 6,673	19.9%
City of Oceanside	Instrumentation Technician I	\$ 5,618	\$ 6,571	17.0%
Padre Dam Water District	Electrician/Instrumentation & Control Tech (1st sal g	\$ 5,321	\$ 6,425	20.7%
San Elijo JPA	Systems Integration Technician I	\$ 4,808	\$ 5,996	24.7%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		6/9		
Coefficient of Variance		14%		
Number of Observations		8	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 7,141	-7.01%
Labor Market Median			\$ 7,010	-5.05%
65th Percentile			\$ 7,145	-7.06%
75th Percentile			\$ 7,275	-9.02%
Percentile Rank			33	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Instrument & Controls Technician II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	SCADA/Instrumentation/Electrical Tech III	\$ 8,613	\$ 9,803	13.8%
Otay Water District	Senior SCADA/Instrumentation Technician	\$ 8,359	\$ 9,404	12.5%
Carlsbad MWD [City of Carlsbad]	SCADA & Implementation Technician	\$ 8,398	\$ 9,309	10.8%
Fallbrook PUD	Instrumentation, Electrical & Controls Technician II	\$ 7,942	\$ 8,931	12.5%
Olivenhain MWD	Instrument & Controls Technician II	\$ 7,422	\$ 8,906	20.0%
Rainbow MWD	Electrical/Electronic Technician II	\$ 7,157	\$ 8,766	22.5%
Encina Wastewater Authority	Electrical and Instrumentation Technician	\$ 7,560	\$ 8,694	15.0%
Ramona MWD	Electrical/Instrumentation Technician	\$ 7,472	\$ 8,501	13.8%
Vista Irrigation District	System Controls Technician I	\$ 7,652	\$ 8,477	10.8%
Valley Center MWD	Senior Pump Facilities Technician	\$ 7,163	\$ 8,381	17.0%
Santa Fe Irrigation District	Electrical/Instrumentation Technician	\$ 7,232	\$ 8,317	15.0%
Vallecitos Water District	Electrical/Instrumentation Technician	\$ 6,910	\$ 8,085	17.0%
Sweetwater Authority	Instrument & Control Technician II	\$ 7,134	\$ 7,902	10.8%
City of Escondido	Control Systems Technician II	\$ 7,101	\$ 7,866	10.8%
City of San Diego	Instrumentation & Control Technician	\$ 6,625	\$ 7,290	10.0%
Padre Dam Water District	Electrician/Instrumentation & Control Tech (2nd sal	\$ 5,985	\$ 7,225	20.7%
San Elijo JPA	Systems Integration Technician II	\$ 5,596	\$ 7,126	27.3%
City of Oceanside	Instrumentation Technician II	\$ 5,899	\$ 6,907	17.1%
City of Poway	Electrical, Instrumentation, and Controls Technician	\$ 6,214	\$ 6,883	10.8%
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		5/19		
Coefficient of Variance		11%		
Number of Observations		18		
Variability		Moderate	Market Value	Percent +/-
Labor Market Mean			\$ 8,215	7.76%
Labor Market Median			\$ 8,349	6.25%
65th Percentile			\$ 8,511	4.44%
75th Percentile			\$ 8,748	1.77%
Percentile Rank			81	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Operations Coordinator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Vallecitos Water District	CMMS Planner	\$ 6,743	\$ 7,890	17.0%
Otay Water District	Business Systems Technician	\$ 6,238	\$ 7,017	12.5%
Olivenhain MWD	Operations Coordinator	\$ 5,564	\$ 6,673	19.9%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		2	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Operations Manager

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	Director of Water Quality/Systems Ops	\$ 15,467	\$ 17,605	13.8%
Sweetwater Authority	Director of Water Quality	\$ 15,582	\$ 17,261	10.8%
City of Oceanside	Water Utilities Director	\$ 14,367	\$ 17,243	20.0%
Otay Water District	Chief, Water Operations	\$ 15,012	\$ 16,891	12.5%
Fallbrook PUD	Operations Manager	\$ 14,726	\$ 16,558	12.4%
Padre Dam Water District	Director of Operations & Water Quality	\$ 13,615	\$ 16,260	19.4%
Olivenhain MWD	Operations Manager	\$ 12,529	\$ 16,256	29.7%
Vista Irrigation District	Director of Operations and Field Services	\$ 14,451	\$ 16,009	10.8%
Rainbow MWD	Operations Manager	\$ 13,113	\$ 15,997	22.0%
City of Escondido	Deputy City Mgr/Dir of Utilities	\$ 13,511	\$ 15,875	17.5%
Valley Center MWD	Director of Operations/Facilities	\$ 13,506	\$ 15,803	17.0%
Vallecitos Water District	Operations & Maintenance Manager	\$ 13,351	\$ 15,622	17.0%
Rincon Del Diablo MWD	Operations Manager	\$ 12,226	\$ 14,366	17.5%
Santa Fe Irrigation District	Director, Water Dist/Water Treatment	\$ 12,040	\$ 13,846	15.0%
City of Poway	Public Works Operations Manager	\$ 9,304	\$ 10,307	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Ramona MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		7/15		
Coefficient of Variance		12%		
Number of Observations		14	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 15,689	3.49%
Labor Market Median			\$ 16,003	1.56%
65th Percentile			\$ 16,394	-0.85%
75th Percentile			\$ 16,807	-3.39%
Percentile Rank			61	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Operations Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Sweetwater Authority	Distribution Manager	\$ 12,217	\$ 13,532	10.8%
Vista Irrigation District	Construction Supervisor	\$ 10,018	\$ 11,098	10.8%
Helix Water District	System Operations Supervisor	\$ 9,497	\$ 10,808	13.8%
Fallbrook PUD	System Operations Supervisor	\$ 9,440	\$ 10,615	12.4%
Otay Water District	Utility Maintenance Supervisor	\$ 9,216	\$ 10,368	12.5%
Santa Fe Irrigation District	Distribution Construction Supervisor	\$ 8,791	\$ 10,109	15.0%
Vallecitos Water District	Water Systems Supervisor	\$ 8,606	\$ 10,070	17.0%
Valley Center MWD	Water Systems Supervisor	\$ 8,497	\$ 9,941	17.0%
Olivenhain MWD	Operations Supervisor	\$ 7,860	\$ 9,828	25.0%
City of Poway	Water Utilities Distribution Supervisor	\$ 8,357	\$ 9,257	10.8%
City of Escondido	Senior Water Distribution Supervisor	\$ 7,952	\$ 8,809	10.8%
Padre Dam Water District	Distribution Supervisor	\$ 7,179	\$ 8,672	20.8%
City of Oceanside	Utility Supervisor	\$ 7,283	\$ 8,523	17.0%
City of San Diego	Water Distribution Operations Supv	\$ 7,442	\$ 8,163	9.7%
Carlsbad MWD [City of Carlsbad]	Public Works Supervisor	\$ 6,511	\$ 7,723	18.6%
San Dieguito Water District [City of Encinitas]	Utility and Maintenance Supervisor	\$ 6,129	\$ 7,171	17.0%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		9/16		
Coefficient of Variance		17%		
Number of Observations		15	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 9,657	1.74%
Labor Market Median			\$ 9,941	-1.16%
65th Percentile			\$ 10,135	-3.13%
75th Percentile			\$ 10,491	-6.75%
Percentile Rank			49	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Park Ranger I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Olivenhain MWD	Park Ranger I	\$ 4,323	\$ 5,184	19.9%
City of Escondido	Park Ranger I	\$ 3,849	\$ 4,264	10.8%
City of Poway	Park Ranger	\$ 3,352	\$ 3,713	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		2	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Park Ranger II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
City of San Diego	Park Ranger	\$ 5,362	\$ 5,938	10.7%
Olivenhain MWD	Park Ranger II	\$ 4,885	\$ 5,860	20.0%
City of Escondido	Park Ranger II	\$ 4,260	\$ 4,720	10.8%
City of Poway	Senior Park Ranger	\$ 3,521	\$ 3,901	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		2/4		
Coefficient of Variance		21%		
Number of Observations		3	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 4,853	17.18%
Labor Market Median			\$ 4,720	19.46%
65th Percentile			\$ 5,085	13.22%
75th Percentile			\$ 5,329	9.06%
Percentile Rank			97	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Park Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Olivenhain MWD	Park Supervisor	\$ 7,313	\$ 9,138	25.0%
City of Poway	Recreation Area Manager	\$ 6,859	\$ 7,598	10.8%
City of Escondido	Lakes & Open Space Supervisor	\$ 5,913	\$ 6,550	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		2	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Pump/Motor Technician I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Rainbow MWD	Electrical/Electronic Technician I	\$ 6,221	\$ 7,621	22.5%
Helix Water District	Mechanical Systems Technician I	\$ 6,122	\$ 6,967	13.8%
Padre Dam Water District	Equipment Mechanic (1st sal grade)	\$ 5,744	\$ 6,935	20.7%
Valley Center MWD	Pump Facilities Technician II	\$ 5,893	\$ 6,895	17.0%
Olivenhain MWD	Pump/Motor Technician I	\$ 5,564	\$ 6,673	19.9%
Santa Fe Irrigation District	Mechanic I	\$ 5,667	\$ 6,517	15.0%
Vallecitos Water District	Pump and Motor Technician I	\$ 5,548	\$ 6,491	17.0%
Sweetwater Authority	Plant Maintenance Technician I	\$ 5,858	\$ 6,489	10.8%
Otay Water District	Pump Mechanic I	\$ 5,388	\$ 6,062	12.5%
City of Escondido	Plant Systems Technician I	\$ 5,412	\$ 5,995	10.8%
San Elijo JPA	Mechanic I	\$ 4,726	\$ 5,894	24.7%
City of Oceanside	Mechanical Technologist I	\$ 5,004	\$ 5,855	17.0%
City of San Diego	Plant Technician II	\$ 4,865	\$ 5,336	9.7%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		5/13		
Coefficient of Variance		10%		
Number of Observations		12	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 6,421	3.78%
Labor Market Median			\$ 6,490	2.75%
65th Percentile			\$ 6,573	1.50%
75th Percentile			\$ 6,905	-3.47%
Percentile Rank			67	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Pump/Motor Technician II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Olivenhain MWD	Pump/Motor Technician II	\$ 7,422	\$ 8,906	20.0%
Rainbow MWD	Electrical/Electronic Technician II	\$ 7,157	\$ 8,766	22.5%
Valley Center MWD	Senior Pump Facilities Technician	\$ 7,163	\$ 8,381	17.0%
Padre Dam Water District	Equipment Mechanic (2nd sal grade)	\$ 6,737	\$ 8,137	20.8%
Helix Water District	Mechanical Systems Technician II	\$ 7,086	\$ 8,064	13.8%
Encina Wastewater Authority	Mechanical Technician II	\$ 6,857	\$ 7,886	15.0%
Santa Fe Irrigation District	Mechanic II	\$ 6,560	\$ 7,544	15.0%
Vallecitos Water District	Pump and Motor Technician II	\$ 6,422	\$ 7,514	17.0%
Sweetwater Authority	Plant Maintenance Technician II	\$ 6,465	\$ 7,160	10.8%
Otay Water District	Pump Mechanic II	\$ 6,238	\$ 7,017	12.5%
City of Poway	Utility Systems Mechanic	\$ 6,214	\$ 6,883	10.8%
San Elijo JPA	Mechanic II	\$ 5,464	\$ 6,814	24.7%
City of Escondido	Plant Systems Technician II	\$ 5,974	\$ 6,618	10.8%
City of Oceanside	Mechanical Technologist II	\$ 5,250	\$ 6,146	17.1%
City of San Diego	Plant Technician III	\$ 5,336	\$ 5,862	9.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		1/15		
Coefficient of Variance		12%		
Number of Observations		14	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,342	17.56%
Labor Market Median			\$ 7,337	17.61%
65th Percentile			\$ 7,697	13.57%
75th Percentile			\$ 8,020	9.95%
Percentile Rank			100	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Purchasing/Warehouse Clerk

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	Warehouse Coordinator II	\$ 6,122	\$ 6,967	13.8%
Encina Wastewater Authority	Inventory Control Technician	\$ 5,923	\$ 6,812	15.0%
Fallbrook PUD	Warehouse/Purchasing Specialist	\$ 5,906	\$ 6,641	12.4%
Rainbow MWD	Purchasing & Inventory Control Specialist II	\$ 5,410	\$ 6,626	22.5%
Ramona MWD	Purchasing/Warehouse Assistant II	\$ 5,730	\$ 6,522	13.8%
Padre Dam Water District	Warehouse Specialist	\$ 5,321	\$ 6,425	20.7%
Otay Water District	Warehouse Technician	\$ 5,658	\$ 6,365	12.5%
Sweetwater Authority	Warehouse Worker II	\$ 5,717	\$ 6,332	10.7%
Vista Irrigation District	Inventory Control Clerk	\$ 5,426	\$ 6,011	10.8%
Vallecitos Water District	Warehouse Assistant II	\$ 5,032	\$ 5,888	17.0%
Olivenhain MWD	Purchasing/Warehouse Clerk	\$ 4,885	\$ 5,860	20.0%
San Dieguito Water District [City of Encinitas]	Program Coordinator	\$ 4,746	\$ 5,553	17.0%
Carlsbad MWD [City of Carlsbad]	Warehouse Technician	\$ 4,857	\$ 5,383	10.8%
City of Poway	Warehouse Associate	\$ 4,290	\$ 4,753	10.8%
City of San Diego	Storekeeper II	\$ 4,065	\$ 4,489	10.4%
City of Oceanside	Purchasing Technician	\$ 3,734	\$ 4,369	17.0%
City of Escondido	Purchasing/Inventory Control Coordinator	\$ 3,522	\$ 3,902	10.8%
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		11/17		
Coefficient of Variance		17%		
Number of Observations		16	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 5,815	0.77%
Labor Market Median			\$ 6,171	-5.32%
65th Percentile			\$ 6,410	-9.39%
75th Percentile			\$ 6,548	-11.74%
Percentile Rank			39	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Records & Contracts Coordinator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Carlsbad MWD [City of Carlsbad]	Records Supervisor	\$ 6,419	\$ 7,114	10.8%
Olivenhain MWD	Records & Contracts Coordinator	\$ 5,564	\$ 6,673	19.9%
San Dieguito Water District [City of Encinitas]	Program Coordinator	\$ 4,746	\$ 5,553	17.0%
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		2	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Safety/Risk Compliance Administrator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Safety and Risk Officer	\$ 10,166	\$ 11,432	12.5%
Helix Water District	Safety/Risk Administrator	\$ 9,972	\$ 11,349	13.8%
Vista Irrigation District	Safety & Risk Administrator	\$ 10,018	\$ 11,098	10.8%
Olivenhain MWD	Safety/Risk Compliance Administrator	\$ 8,459	\$ 10,570	25.0%
Otay Water District	Safety and Security Specialist	\$ 9,216	\$ 10,368	12.5%
Padre Dam Water District	Safety & Risk Manager	\$ 7,906	\$ 9,547	20.8%
Valley Center MWD	Safety & Regulatory Compliance Officer	\$ 7,707	\$ 9,017	17.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/7		
Coefficient of Variance		10%		
Number of Observations		6	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 10,468	0.96%
Labor Market Median			\$ 10,733	-1.54%
65th Percentile			\$ 11,160	-5.58%
75th Percentile			\$ 11,286	-6.77%
Percentile Rank			46	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Senior Systems Administrator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
<i>Olivenhain MWD</i>	<i>Senior Systems Administrator</i>	\$ 7,860	\$ 9,828	25.0%
Sweetwater Authority	Systems Analyst	\$ 8,453	\$ 9,364	10.8%
City of Oceanside	IS Analyst IV	\$ 7,183	\$ 8,405	17.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		2	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Systems Administrator

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Otay Water District	Network Engineer	\$ 9,677	\$ 10,886	12.5%
Rainbow MWD	Information Technology and Applications Analyst	\$ 8,623	\$ 10,562	22.5%
Ramona MWD	IT Administrator	\$ 9,121	\$ 10,380	13.8%
Vallecitos Water District	Systems Administrator	\$ 7,999	\$ 9,359	17.0%
Olivenhain MWD	Systems Administrator	\$ 7,313	\$ 9,138	25.0%
City of San Diego	Information Systems Analyst IV	\$ 8,058	\$ 8,911	10.6%
City of Escondido	Systems Analyst II	\$ 7,758	\$ 8,833	13.9%
Fallbrook PUD	Information Systems Technician	\$ 7,561	\$ 8,501	12.4%
Helix Water District	Network Support Specialist	\$ 7,441	\$ 8,469	13.8%
Padre Dam Water District	Information Systems Technical Spec	\$ 6,457	\$ 7,795	20.7%
San Dieguito Water District [City of Encinitas]	IT Analyst III	\$ 6,276	\$ 7,775	23.9%
City of Oceanside	Information Systems Analyst III	\$ 6,528	\$ 7,641	17.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		5/12		
Coefficient of Variance		13%		
Number of Observations		11	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 9,010	1.40%
Labor Market Median			\$ 8,833	3.33%
65th Percentile			\$ 9,135	0.03%
75th Percentile			\$ 9,870	-8.01%
Percentile Rank			65	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Systems Operator I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Carlsbad MWD [City of Carlsbad]	Water Systems Operator II	\$ 7,680	\$ 8,512	10.8%
Fallbrook PUD	Systems Operator II	\$ 6,849	\$ 7,702	12.4%
Helix Water District	System Operator II	\$ 6,748	\$ 7,680	13.8%
Rainbow MWD	System Operator II	\$ 6,221	\$ 7,621	22.5%
Vista Irrigation District	System Operator I	\$ 6,828	\$ 7,564	10.8%
Ramona MWD	Systems Operator II	\$ 6,628	\$ 7,543	13.8%
City of San Diego	Water Distribution Operator	\$ 6,705	\$ 7,354	9.7%
Sweetwater Authority	Systems Operator II	\$ 6,625	\$ 7,338	10.8%
Vallecitos Water District	Water Systems Operator II	\$ 6,116	\$ 7,156	17.0%
Padre Dam Water District	Systems Operator/Technician (3rd sal grade)	\$ 5,871	\$ 7,086	20.7%
Otay Water District	Water Systems Operator II	\$ 6,238	\$ 7,017	12.5%
Valley Center MWD	Water Systems Technician II	\$ 5,893	\$ 6,895	17.0%
Olivenhain MWD	Systems Operator I	\$ 5,564	\$ 6,673	19.9%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist I	\$ 5,575	\$ 6,524	17.0%
City of Escondido	Water Distribution Technician II	\$ 5,280	\$ 5,849	10.8%
City of Oceanside	Distribution Operator II	\$ 4,897	\$ 5,729	17.0%
Yuima MWD	Water Systems Technician I	\$ 4,853	\$ 5,460	12.5%
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Olivenhain MWD Rank		13/17		
Coefficient of Variance		12%		
Number of Observations		16	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 7,064	-5.86%
Labor Market Median			\$ 7,247	-8.60%
65th Percentile			\$ 7,496	-12.33%
75th Percentile			\$ 7,578	-13.55%
Percentile Rank			23	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Systems Operator II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Carlsbad MWD [City of Carlsbad]	Water Systems Operator III	\$ 8,828	\$ 9,784	10.8%
Rainbow MWD	System Operator III	\$ 7,157	\$ 8,766	22.5%
Vallecitos Water District	Senior Water Systems Operator	\$ 7,255	\$ 8,489	17.0%
Helix Water District	System Operator III	\$ 7,441	\$ 8,469	13.8%
Ramona MWD	Systems Operator III	\$ 7,138	\$ 8,122	13.8%
Sweetwater Authority	Systems Operator III	\$ 7,313	\$ 8,099	10.7%
Vista Irrigation District	System Operator II	\$ 7,233	\$ 8,013	10.8%
Padre Dam Water District	Systems Operator/Technician (4th sal grade)	\$ 6,628	\$ 8,001	20.7%
Olivenhain MWD	Systems Operator II	\$ 6,399	\$ 7,679	20.0%
Valley Center MWD	Water Systems Technician III	\$ 6,497	\$ 7,602	17.0%
City of Escondido	Senior Water Distribution Technician	\$ 6,758	\$ 7,487	10.8%
Otay Water District	Water Systems Operator III	\$ 6,550	\$ 7,368	12.5%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist II	\$ 6,129	\$ 7,171	17.0%
City of Oceanside	Distribution Operator III	\$ 5,685	\$ 6,649	17.0%
Yuima MWD	Water Systems Technician II	\$ 5,474	\$ 6,479	18.4%
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Olivenhain MWD Rank		9/15		
Coefficient of Variance		11%		
Number of Observations		14	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 7,893	-2.79%
Labor Market Median			\$ 8,007	-4.27%
65th Percentile			\$ 8,109	-5.61%
75th Percentile			\$ 8,382	-9.16%
Percentile Rank			40	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Systems Operator III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Rainbow MWD	Lead Operator	\$ 8,228	\$ 10,080	22.5%
Olivenhain MWD	Systems Operator III	\$ 7,422	\$ 8,906	20.0%
Vista Irrigation District	Senior System Operator	\$ 7,652	\$ 8,477	10.8%
Valley Center MWD	Senior Water Systems Technician	\$ 7,163	\$ 8,381	17.0%
Yuima MWD	Lead Systems Technician	\$ 6,295	\$ 7,420	17.9%
City of Oceanside	Senior Distribution Operator	\$ 5,930	\$ 6,933	16.9%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Olivenhain MWD Rank		2/6		
Coefficient of Variance		15%		
Number of Observations		5	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 8,258	7.28%
Labor Market Median			\$ 8,381	5.90%
65th Percentile			\$ 8,438	5.25%
75th Percentile			\$ 8,477	4.82%
Percentile Rank			82	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Utility I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Rainbow MWD	Utility Worker II	\$ 5,410	\$ 6,626	22.5%
Valley Center MWD	Construction/Maintenance Technician I	\$ 5,216	\$ 6,103	17.0%
Carlsbad MWD [City of Carlsbad]	Utility Worker I	\$ 5,424	\$ 6,010	10.8%
Santa Fe Irrigation District	Utility Worker I	\$ 5,140	\$ 5,911	15.0%
Fallbrook PUD	Utility Worker I	\$ 5,220	\$ 5,870	12.4%
Otay Water District	Utility Worker I	\$ 5,132	\$ 5,773	12.5%
Helix Water District	Utility Crew Member I	\$ 5,035	\$ 5,731	13.8%
Rincon Del Diablo MWD	Water Service Technician I	\$ 4,838	\$ 5,685	17.5%
Ramona MWD	Utility Worker I	\$ 4,959	\$ 5,644	13.8%
Sweetwater Authority	Utility Worker I	\$ 5,054	\$ 5,598	10.8%
Padre Dam Water District	Utility Worker (1st)	\$ 4,443	\$ 5,362	20.7%
Vallecitos Water District	Construction Worker I	\$ 4,564	\$ 5,340	17.0%
City of Escondido	Water Distribution Technician I	\$ 4,783	\$ 5,299	10.8%
Olivenhain MWD	Utility I	\$ 4,323	\$ 5,184	19.9%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$ 4,377	\$ 5,122	17.0%
City of Poway	Water Utilities Worker I	\$ 4,620	\$ 5,118	10.8%
City of Oceanside	Utility Worker I	\$ 4,290	\$ 5,014	16.9%
City of San Diego	Water Systems Technician II	\$ 4,433	\$ 4,870	9.9%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		14/18		
Coefficient of Variance		8%		
Number of Observations		17	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 5,593	-7.89%
Labor Market Median			\$ 5,644	-8.88%
65th Percentile			\$ 5,748	-10.89%
75th Percentile			\$ 5,870	-13.23%
Percentile Rank			21	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Utility II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Rainbow MWD	Utility Worker III	\$ 6,221	\$ 7,621	22.5%
Valley Center MWD	Construction/Maintenance Technician II	\$ 5,893	\$ 6,895	17.0%
Santa Fe Irrigation District	Utility Worker II	\$ 5,950	\$ 6,843	15.0%
Carlsbad MWD [City of Carlsbad]	Utility Worker II	\$ 6,107	\$ 6,769	10.8%
Fallbrook PUD	Utility Worker II	\$ 5,762	\$ 6,480	12.5%
Otay Water District	Utility Worker II	\$ 5,658	\$ 6,365	12.5%
Helix Water District	Utility Crew Member II	\$ 5,552	\$ 6,319	13.8%
Rincon Del Diablo MWD	Water Service Technician II	\$ 5,334	\$ 6,268	17.5%
Ramona MWD	Utility Worker II	\$ 5,467	\$ 6,218	13.7%
Vallecitos Water District	Construction Worker II	\$ 5,284	\$ 6,182	17.0%
Sweetwater Authority	Utility Worker II	\$ 5,578	\$ 6,178	10.7%
Padre Dam Water District	Utility Worker (2nd)	\$ 5,093	\$ 6,152	20.8%
Vista Irrigation District	Construction Worker	\$ 5,426	\$ 6,011	10.8%
Olivenhain MWD	Utility II	\$ 4,885	\$ 5,860	20.0%
City of Escondido	Water Distribution Technician II	\$ 5,280	\$ 5,849	10.8%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$ 4,746	\$ 5,553	17.0%
City of Poway	Water Utilities Worker II	\$ 4,976	\$ 5,512	10.8%
City of Oceanside	Utility Worker II	\$ 4,708	\$ 5,507	17.0%
City of San Diego	Water Systems Technician III	\$ 4,865	\$ 5,336	9.7%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		14/19		
Coefficient of Variance		9%		
Number of Observations		18		
Variability		Moderate	Market Value	Percent +/-
Labor Market Mean			\$ 6,225	-6.24%
Labor Market Median			\$ 6,200	-5.81%
65th Percentile			\$ 6,321	-7.88%
75th Percentile			\$ 6,451	-10.09%
Percentile Rank			24	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Utility III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Rainbow MWD	Crew Leader	\$ 7,157	\$ 8,766	22.5%
Vista Irrigation District	Senior Construction Worker	\$ 7,652	\$ 8,477	10.8%
Valley Center MWD	Senior Construction/Maintenance Tech	\$ 7,163	\$ 8,381	17.0%
Santa Fe Irrigation District	Senior Utility Worker	\$ 7,232	\$ 8,317	15.0%
Otay Water District	Utility Crew Leader	\$ 6,877	\$ 7,737	12.5%
Carlsbad MWD [City of Carlsbad]	Utility Worker III	\$ 6,815	\$ 7,554	10.8%
City of Escondido	Senior Water Distribution Technician	\$ 6,758	\$ 7,487	10.8%
Ramona MWD	Utility Worker III	\$ 6,458	\$ 7,353	13.8%
Rincon Del Diablo MWD	Senior Water Service Technician	\$ 6,175	\$ 7,256	17.5%
Sweetwater Authority	Utility Leadworker	\$ 6,465	\$ 7,160	10.8%
Vallecitos Water District	Senior Construction Worker	\$ 6,116	\$ 7,156	17.0%
Helix Water District	Utility Crew Member III	\$ 6,122	\$ 6,967	13.8%
Padre Dam Water District	Construction Equipment Operator	\$ 5,744	\$ 6,935	20.7%
City of Poway	Water Utilities Crew Leader	\$ 6,214	\$ 6,883	10.8%
Olivenhain MWD	Utility III	\$ 5,564	\$ 6,673	19.9%
City of Oceanside	Senior Utility Worker	\$ 5,677	\$ 6,641	17.0%
City of San Diego	Water Systems Technician IV	\$ 5,640	\$ 6,187	9.7%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician IV	\$ 5,114	\$ 5,984	17.0%
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
San Elijo JPA	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		15/18		
Coefficient of Variance		11%		
Number of Observations		17		
Variability		Moderate	Market Value	Percent +/-
Labor Market Mean			\$ 7,367	-10.39%
Labor Market Median			\$ 7,256	-8.72%
65th Percentile			\$ 7,513	-12.59%
75th Percentile			\$ 7,737	-15.93%
Percentile Rank			13	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Valve Maintenance Technician I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Water Systems Technician III	\$ 6,497	\$ 7,602	17.0%
Fallbrook PUD	Maintenance Technician I	\$ 6,519	\$ 7,330	12.4%
Padre Dam Water District	Systems Operator/Technician (3rd sal grade)	\$ 5,871	\$ 7,086	20.7%
Santa Fe Irrigation District	Utility Worker II	\$ 5,950	\$ 6,843	15.0%
Otay Water District	Utility Worker II	\$ 5,658	\$ 6,365	12.5%
Helix Water District	Valve Maintenance Technician II	\$ 5,552	\$ 6,319	13.8%
Vallecitos Water District	Construction Worker II	\$ 5,284	\$ 6,182	17.0%
Olivenhain MWD	Valve Maintenance Technician I	\$ 4,885	\$ 5,860	20.0%
City of Escondido	Water Distribution Technician II	\$ 5,280	\$ 5,849	10.8%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$ 4,746	\$ 5,553	17.0%
City of Poway	Water Utilities Worker II	\$ 4,976	\$ 5,512	10.8%
City of Oceanside	Utility Worker II	\$ 4,708	\$ 5,507	17.0%
City of San Diego	Water Systems Technician III	\$ 4,865	\$ 5,336	9.7%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		8/13		
Coefficient of Variance		12%		
Number of Observations		12		
Variability		Moderate	Market Value	Percent +/-
Labor Market Mean			\$ 6,290	-7.35%
Labor Market Median			\$ 6,250	-6.67%
65th Percentile			\$ 6,437	-9.85%
75th Percentile			\$ 6,903	-17.81%
Percentile Rank			37	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Valve Maintenance Technician II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Valley Center MWD	Senior Water Systems Technician	\$ 7,163	\$ 8,381	17.0%
Santa Fe Irrigation District	Senior Utility Worker	\$ 7,232	\$ 8,317	15.0%
Fallbrook PUD	Maintenance Technician II	\$ 7,197	\$ 8,092	12.4%
Padre Dam Water District	Systems Operator/Technician (4th sal grade)	\$ 6,628	\$ 8,001	20.7%
Otay Water District	Utility Crew Leader	\$ 6,877	\$ 7,737	12.5%
City of Escondido	Sr Water Distribution Technician	\$ 6,758	\$ 7,487	10.8%
Helix Water District	Valve Maintenance Technician III	\$ 6,122	\$ 6,967	13.8%
Carlsbad MWD [City of Carlsbad]	Valve Maintenance Worker	\$ 6,230	\$ 6,905	10.8%
City of Poway	Water Utility Crew Leader	\$ 6,214	\$ 6,883	10.8%
Vallecitos Water District	Valve Maintenance Technician	\$ 5,825	\$ 6,816	17.0%
Olivenhain MWD	Valve Maintenance Technician II	\$ 5,564	\$ 6,673	19.9%
City of Oceanside	Senior Utility Worker	\$ 5,677	\$ 6,641	17.0%
City of San Diego	Water Systems Technician IV	\$ 5,640	\$ 6,187	9.7%
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician IV	\$ 5,114	\$ 5,984	17.0%
Encina Wastewater Authority	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Elijo JPA	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		11/14		
Coefficient of Variance		11%		
Number of Observations		13	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,261	-8.81%
Labor Market Median			\$ 6,967	-4.40%
65th Percentile			\$ 7,687	-15.18%
75th Percentile			\$ 8,001	-19.90%
Percentile Rank			18	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Reclamation Facilities Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
City of Escondido	Wastewater Trmt Plnt Op Superv	\$ 9,222	\$ 10,216	10.8%
Olivenhain MWD	Water Reclamation Facilities Supervisor	\$ 7,860	\$ 9,828	25.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		1	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Reclamation Operator I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Plant Operator I	\$ 6,204	\$ 6,977	12.5%
Ramona MWD	Wastewater Treatment Operator I	\$ 6,015	\$ 6,844	13.8%
Encina Wastewater Authority	Operator I	\$ 5,923	\$ 6,812	15.0%
City of Escondido	WWTP Operator I	\$ 5,686	\$ 6,299	10.8%
Valley Center MWD	Wastewater Systems Technician I	\$ 5,216	\$ 6,103	17.0%
Otay Water District	Reclamation Plant Operator I	\$ 5,388	\$ 6,062	12.5%
Vallecitos Water District	Wastewater Treatment Plant Operator I	\$ 5,156	\$ 6,033	17.0%
City of Oceanside	Wastewater Plant Operator I	\$ 5,127	\$ 5,999	17.0%
San Elijo JPA	Operator I	\$ 4,755	\$ 5,905	24.2%
Olivenhain MWD	Water Reclamation Operator I	\$ 4,885	\$ 5,860	20.0%
City of San Diego	Assistant Wastewater Plant Op	\$ 5,307	\$ 5,811	9.5%
Padre Dam Water District	Recycled Water Operator (1st sal grade)	\$ 4,443	\$ 5,362	20.7%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Poway	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		10/12		
Coefficient of Variance		8%		
Number of Observations		11	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 6,201	-5.82%
Labor Market Median			\$ 6,062	-3.45%
65th Percentile			\$ 6,201	-5.82%
75th Percentile			\$ 6,555	-11.87%
Percentile Rank			15	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Reclamation Operator II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Encina Wastewater Authority	Operator II	\$ 6,857	\$ 7,886	15.0%
Fallbrook PUD	Plant Operator II	\$ 6,849	\$ 7,702	12.4%
City of San Diego	Wastewater Plant Operator	\$ 6,928	\$ 7,607	9.8%
Ramona MWD	Wastewater Treatment Operator II	\$ 6,628	\$ 7,543	13.8%
San Elijo JPA	Operator II	\$ 5,721	\$ 7,105	24.2%
Vallecitos Water District	Wastewater Treatment Operator II	\$ 5,969	\$ 6,984	17.0%
City of Escondido	WWTP Operator II	\$ 6,276	\$ 6,952	10.8%
Valley Center MWD	Wastewater Systems Technician II	\$ 5,893	\$ 6,895	17.0%
Otay Water District	Reclamation Plant Operator II	\$ 5,941	\$ 6,683	12.5%
Olivenhain MWD	Water Reclamation Operator II	\$ 5,564	\$ 6,673	19.9%
City of Oceanside	Wastewater Plant Operator II	\$ 5,597	\$ 6,548	17.0%
Padre Dam Water District	Recycled Water Operator (2nd sal grade)	\$ 5,093	\$ 6,152	20.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Poway	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		10/12		
Coefficient of Variance		8%		
Number of Observations		11	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,096	-6.33%
Labor Market Median			\$ 6,984	-4.65%
65th Percentile			\$ 7,324	-9.75%
75th Percentile			\$ 7,575	-13.52%
Percentile Rank			19	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Reclamation Operator III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Fallbrook PUD	Lead Plant Operator	\$ 7,942	\$ 8,931	12.5%
Vallecitos Water District	Senior Wastewater Treatment Plant Operator	\$ 7,080	\$ 8,284	17.0%
San Elijo JPA	Lead Operator	\$ 6,519	\$ 8,130	24.7%
Ramona MWD	Wastewater Treatment Operator III	\$ 7,138	\$ 8,122	13.8%
City of San Diego	Senior Wastewater Plant Operator	\$ 7,296	\$ 8,012	9.8%
Olivenhain MWD	Water Reclamation Operator III	\$ 6,399	\$ 7,679	20.0%
City of Escondido	WWTP Operator III	\$ 6,927	\$ 7,674	10.8%
Valley Center MWD	Wastewater Systems Technician III	\$ 6,497	\$ 7,602	17.0%
Otay Water District	Reclamation Plant Operator III	\$ 6,550	\$ 7,368	12.5%
City of Oceanside	Wastewater Plant Operator III	\$ 6,211	\$ 7,273	17.1%
Padre Dam Water District	Recycled Water Operator (3rd sal grade)	\$ 5,744	\$ 6,935	20.7%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Poway	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		6/11		
Coefficient of Variance		7%		
Number of Observations		10	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 7,833	-2.01%
Labor Market Median			\$ 7,843	-2.14%
65th Percentile			\$ 8,105	-5.55%
75th Percentile			\$ 8,128	-5.85%
Percentile Rank			45	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Reclamation Operator IV

Agency	Comparable Class Title	Minimum	Midpoint	Spread
<i>Olivenhain MWD</i>	<i>Water Reclamation Operator IV</i>	\$ 7,422	\$ 8,906	20.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		0	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Treatment Facilities Supervisor

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Helix Water District	Water Treatment Plant Manager	\$ 12,120	\$ 13,793	13.8%
City of Poway	Water Treatment Plant Manager	\$ 10,697	\$ 11,850	10.8%
Olivenhain MWD	Water Treatment Facilities Supervisor	\$ 9,098	\$ 11,366	24.9%
Santa Fe Irrigation District	Chief Water Treatment Operator	\$ 9,692	\$ 11,145	15.0%
City of Escondido	WTPO Supervisor	\$ 9,222	\$ 10,216	10.8%
City of San Diego	Senior Water Operations Supervisor	\$ 9,157	\$ 10,116	10.5%
Sweetwater Authority	WTP Operator Supervisor	\$ 8,857	\$ 9,811	10.8%
City of Oceanside	Chief Plant Operator	\$ 7,661	\$ 8,966	17.0%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		3/8		
Coefficient of Variance		15%		
Number of Observations		7	Market Value	Percent +/-
Variability		High		
Labor Market Mean			\$ 10,842	4.61%
Labor Market Median			\$ 10,216	10.12%
65th Percentile			\$ 11,052	2.76%
75th Percentile			\$ 11,498	-1.16%
Percentile Rank			72	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Treatment Operator I

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Sweetwater Authority	Water Treatment Plant Operator I	\$ 6,153	\$ 6,815	10.8%
Santa Fe Irrigation District	Water Treatment Operator - Grade I	\$ 5,667	\$ 6,517	15.0%
City of Escondido	Water Treatment Plant Operator I	\$ 5,686	\$ 6,299	10.8%
Olivenhain MWD	Water Treatment Operator I	\$ 4,885	\$ 5,860	20.0%
City of Oceanside	Water Plant Operator I	\$ 4,843	\$ 5,669	17.1%
City of Poway	Water Treatment Plant Operator I	\$ 4,854	\$ 5,377	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/6		
Coefficient of Variance		10%		
Number of Observations		5	Market Value	Percent +/-
Variability		Moderate		
Labor Market Mean			\$ 6,135	-4.71%
Labor Market Median			\$ 6,299	-7.49%
65th Percentile			\$ 6,429	-9.73%
75th Percentile			\$ 6,517	-11.21%
Percentile Rank			33	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Treatment Operator II

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Santa Fe Irrigation District	Water Treatment Operator - Grade II	\$ 6,560	\$ 7,544	15.0%
Sweetwater Authority	Water Treatment Plant Operator II	\$ 6,790	\$ 7,521	10.8%
City of Escondido	Water Treatment Plant Operator II	\$ 6,276	\$ 6,952	10.8%
Olivenhain MWD	Water Treatment Operator II	\$ 5,564	\$ 6,673	19.9%
City of Oceanside	Water Plant Operator II	\$ 5,285	\$ 6,186	17.0%
City of Poway	Water Treatment Plant Operator II	\$ 5,492	\$ 6,084	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Helix Water District	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/6		
Coefficient of Variance		10%		
Number of Observations		5	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 6,857	-2.75%
Labor Market Median			\$ 6,952	-4.18%
65th Percentile			\$ 7,293	-9.29%
75th Percentile			\$ 7,521	-12.70%
Percentile Rank			41	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Treatment Operator III

Agency	Comparable Class Title	Minimum	Midpoint	Spread
Santa Fe Irrigation District	Water Treatment Operator - Grade III	\$ 7,232	\$ 8,317	15.0%
Sweetwater Authority	Water Treatment Plant Operator III	\$ 7,494	\$ 8,301	10.8%
Helix Water District	Plant Operator II	\$ 7,086	\$ 8,064	13.8%
Olivenhain MWD	Water Treatment Operator III	\$ 6,399	\$ 7,679	20.0%
City of Escondido	Water Treatment Plant Operator III	\$ 6,927	\$ 7,674	10.8%
City of San Diego	Water Plant Operator	\$ 6,938	\$ 7,616	9.8%
City of Oceanside	Water Plant Operator III	\$ 5,905	\$ 6,911	17.0%
City of Poway	Water Treatment Plant Operator III	\$ 6,214	\$ 6,883	10.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		4/8		
Coefficient of Variance		8%		
Number of Observations		7	Market Value	Percent +/-
Variability		Low		
Labor Market Mean			\$ 7,681	-0.03%
Labor Market Median			\$ 7,674	0.07%
65th Percentile			\$ 8,025	-4.51%
75th Percentile			\$ 8,182	-6.56%
Percentile Rank			50	

**OLIVENHAIN MWD
LABOR MARKET SALARY SURVEY**

Statistics computed using range Control Point/Max

Water Treatment Operator IV

Agency	Comparable Class Title	Minimum	Midpoint	Spread
<i>Olivenhain MWD</i>	<i>Water Treatment Operator IV</i>	\$ 7,422	\$ 8,906	20.0%
Helix Water District	Plant Operator III	\$ 7,812	\$ 8,892	13.8%
Carlsbad MWD [City of Carlsbad]	No Comparable Class			
City of Escondido	No Comparable Class			
City of Oceanside	No Comparable Class			
City of Poway	No Comparable Class			
City of San Diego	No Comparable Class			
Encina Wastewater Authority	No Comparable Class			
Fallbrook PUD	No Comparable Class			
Leucadia Wastewater District	No Comparable Class			
Otay Water District	No Comparable Class			
Padre Dam Water District	No Comparable Class			
Rainbow MWD	No Comparable Class			
Ramona MWD	No Comparable Class			
Rincon Del Diablo MWD	No Comparable Class			
San Dieguito Water District [City of Encinitas]	No Comparable Class			
San Elijo JPA	No Comparable Class			
Santa Fe Irrigation District	No Comparable Class			
Sweetwater Authority	No Comparable Class			
Vallecitos Water District	No Comparable Class			
Valley Center MWD	No Comparable Class			
Vista Irrigation District	No Comparable Class			
Yuima MWD	No Comparable Class			
Olivenhain MWD Rank		--		
Coefficient of Variance		I.D.		
Number of Observations		1	Market Value	Percent +/-
Variability				
Labor Market Mean			I.D.	--
Labor Market Median			I.D.	--
65th Percentile			I.D.	--
75th Percentile			I.D.	--
Percentile Rank			--	

APPENDIX B
BENEFITS DATASHEETS (TOTAL COMP)

Olivenhain MWD
Labor Market Summary - 65th Percentile Total Compensation

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Total Comp	Gain/Loss	Total Gain/Loss
Accountant I	17	2.2%	2.1%	0.0%	-0.9%	-3.1%	-3.1%
Accounting Supervisor	6	7.5%	11.1%	3.6%	14.4%	3.3%	6.9%
Administrative Analyst	7	2.7%	5.2%	2.6%	9.4%	4.1%	6.7%
Assistant General Manager	4	-5.9%	-7.8%	-1.9%	-4.7%	3.1%	1.2%
Backflow & Cross Connection Coordinator I	6	-0.9%	2.4%	3.4%	-0.5%	-2.9%	0.5%
Backflow & Cross Connection Coordinator II	13	-0.9%	2.0%	2.9%	3.5%	1.5%	4.4%
Cathodic Protection Technician	2						
Collections Systems Operator I	13	1.5%	2.5%	1.0%	4.0%	1.5%	2.5%
Collections Systems Operator II	13	3.9%	7.1%	3.2%	3.7%	-3.4%	-0.2%
Collections Systems Operator III	12	1.5%	4.4%	2.9%	6.1%	1.7%	4.6%
Customer Service & Public Affairs Supv	5	15.5%	17.8%	2.3%	6.8%	-11.0%	-8.7%
Customer Services Manager	4	17.6%	18.9%	1.3%	11.3%	-7.6%	-6.3%
Customer Services Representative I	14	-4.3%	-3.7%	0.6%	-6.3%	-2.6%	-2.0%
Customer Services Representative II	19	-0.1%	0.3%	0.4%	-3.2%	-3.5%	-3.1%
Department Assistant I (Grade 2)	8	7.4%	11.3%	3.9%	10.9%	-0.4%	3.6%
Department Assistant II (Grade 3)	13	9.1%	12.0%	2.9%	3.9%	-8.1%	-5.2%
Engineering Manager	14	-1.9%	-0.8%	1.1%	-2.2%	-1.4%	-0.4%
Engineering Services Supervisor	3	6.2%	8.1%	1.9%	5.4%	-2.7%	-0.8%
Engineering Technician I	11	3.5%	5.7%	2.3%	4.1%	-1.7%	0.6%
Engineering Technician II	17	7.1%	7.7%	0.6%	0.6%	-7.1%	-6.5%
Engineering Technician III	10	8.2%	9.0%	0.8%	2.2%	-6.8%	-6.0%
Equipment Technician	16	-3.6%	-1.1%	2.5%	-4.7%	-3.6%	-1.1%
Executive Secretary	17	-3.3%	-2.8%	0.5%	-3.0%	-0.3%	0.2%
Facilities Coordinator	1						
Field Services Supervisor	7	0.9%	4.5%	3.6%	4.6%	0.1%	3.7%
Field Services Technician I	16	-8.0%	-3.9%	4.1%	-8.4%	-4.5%	-0.4%
Field Services Technician II	18	-6.2%	-2.3%	3.9%	-6.2%	-3.9%	0.0%
Field Services Technician III	13	-9.4%	-7.1%	2.4%	-12.3%	-5.2%	-2.8%
Finance Manager	18	-0.1%	1.8%	1.9%	-2.4%	-4.2%	-2.3%
Financial Analyst I	4	-2.1%	1.2%	3.2%	5.1%	4.0%	7.2%
Financial Analyst II	5	16.8%	18.6%	1.8%	19.5%	0.9%	2.7%
Human Resources Analyst	13	7.3%	8.3%	1.0%	2.4%	-6.0%	-5.0%
Human Resources Manager	13	2.6%	3.0%	0.5%	2.1%	-0.9%	-0.4%
Information Technologies Supervisor	12	-12.5%	-9.1%	3.4%	-11.3%	-2.2%	1.2%
Information Technology Coordinator	5	13.1%	15.0%	1.9%	7.7%	-7.3%	-5.4%
Inspector I	6	-1.3%	-0.5%	0.8%	-4.3%	-3.8%	-3.0%
Inspector II	15	-1.1%	-0.6%	0.5%	-4.6%	-4.0%	-3.5%
Inspector III	7	2.4%	4.0%	1.6%	2.3%	-1.7%	-0.1%
Instrument & Controls Technician I	8	-7.1%	-4.4%	2.7%	0.4%	4.8%	7.5%
Instrument & Controls Technician II	18	4.4%	5.1%	0.7%	3.8%	-1.4%	-0.7%
Operations Coordinator	2						
Operations Manager	14	-0.8%	-0.2%	0.6%	-0.5%	-0.3%	0.3%
Operations Supervisor	15	-3.1%	-2.1%	1.0%	-3.5%	-1.3%	-0.3%
Park Ranger I	2						
Park Ranger II	3	13.2%	16.5%	3.3%	25.0%	8.5%	11.8%
Park Supervisor	2						
Pump/Motor Technician I	12	1.5%	0.7%	-0.8%	-1.9%	-2.6%	-3.4%
Pump/Motor Technician II	14	13.6%	12.5%	-1.1%	8.5%	-4.0%	-5.1%
Purchasing/Warehouse Clerk	16	-9.4%	-5.7%	3.7%	-5.7%	0.0%	3.7%

**Olivenhain MWD
Labor Market Summary - 65th Percentile Total Compensation**

Class Title	# of Obs.	Base	Base + Cash	Gain/Loss	Total Comp	Gain/Loss	Total Gain/Loss
Records & Contracts Coordinator	2						
Safety/Risk Compliance Administrator	6	-5.6%	-5.1%	0.5%	-7.6%	-2.5%	-2.0%
Senior Systems Administrator	2						
Systems Administrator	11	0.0%	1.1%	1.1%	-2.7%	-3.8%	-2.7%
Systems Operator I	16	-12.3%	-8.9%	3.4%	-8.9%	0.0%	3.4%
Systems Operator II	14	-5.6%	-3.2%	2.4%	-9.7%	-6.5%	-4.1%
Systems Operator III	5	5.3%	7.0%	1.7%	6.0%	-0.9%	0.8%
Utility I	17	-10.9%	-8.5%	2.4%	-9.0%	-0.6%	1.9%
Utility II	18	-7.9%	-5.8%	2.1%	-9.9%	-4.2%	-2.1%
Utility III	17	-12.6%	-10.5%	2.1%	-12.5%	-2.0%	0.1%
Valve Maintenance Technician I	12	-9.8%	-7.2%	2.6%	-13.2%	-5.9%	-3.3%
Valve Maintenance Technician II	13	-15.2%	-11.4%	3.8%	-11.6%	-0.3%	3.5%
Water Reclamation Facilities Supervisor	1						
Water Reclamation Operator I	11	-5.8%	-3.3%	2.5%	-5.8%	-2.5%	0.0%
Water Reclamation Operator II	11	-9.8%	-8.2%	1.6%	-7.6%	0.5%	2.1%
Water Reclamation Operator III	10	-5.6%	-2.5%	3.1%	-7.2%	-4.7%	-1.6%
Water Reclamation Operator IV	0						
Water Treatment Facilities Supervisor	7	2.8%	3.5%	0.7%	6.6%	3.1%	3.9%
Water Treatment Operator I	5	-9.7%	-8.9%	0.8%	-0.1%	8.8%	9.6%
Water Treatment Operator II	5	-9.3%	-6.6%	2.7%	-0.8%	5.8%	8.5%
Water Treatment Operator III	7	-4.5%	-2.4%	2.1%	-5.4%	-3.0%	-0.9%
Water Treatment Operator IV	1						
Average		-0.5%	1.4%	1.9%	-0.3%	-1.7%	0.2%

Olivenhain MWD

Accountant I

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Accounting Technician	\$5,606			\$5,606	\$1,901	inc	inc	\$4	\$18	\$157	\$7,685
City of Escondido	Senior Accounting Assistant	\$3,997			\$3,997	\$1,594	\$33		\$10			\$5,635
City of Oceanside	Accounting Technician	\$4,866	\$83		\$4,949	\$1,468	\$100	inc	\$8	\$29		\$6,555
City of Poway	Accounting Technician II	\$4,637	\$150		\$4,787	\$1,414	\$98	\$11	\$10	\$23		\$6,344
City of San Diego	No Comparable Class											
Encina Wastewater Authority	Accounting Technician II	\$6,550	\$262		\$6,812	\$2,039	\$102	\$22	\$16	\$31	\$113	\$9,134
Fallbrook PUD	No Comparable Class											
Helix Water District	Accounting Technician	\$6,635	\$83		\$6,719	\$2,568	\$83	\$19	\$11	\$21	\$988	\$10,408
Leucadia Wastewater District	Accounting Technician	\$7,128	\$143		\$7,270	\$2,260	\$235	\$23	\$17	\$19	\$157	\$9,982
Otay Water District	Accounting Technician	\$6,365	\$83		\$6,448	\$3,046	\$122	\$6	\$25	\$25	\$2,380	\$12,052
Padre Dam Water District	Accounting Specialist	\$5,664			\$5,664	\$2,182	\$147		\$37	\$27	\$600	\$8,657
Rainbow MWD	Accounting Specialist I	\$6,626	\$217		\$6,842	\$1,822	\$167	\$19	\$30	\$26		\$8,906
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	Accounting Technician	\$5,685		\$398	\$6,083	\$2,366	\$181	inc	\$66	\$22	\$2,366	\$11,084
San Dieguito Water District [City of Encinitas]	Finance Technician III	\$5,712			\$5,712	\$2,265	inc	inc	\$12		\$157	\$8,145
San Elijo JPA	Analyst I	\$6,305	\$252		\$6,557	\$1,566	\$163	\$23	\$12	\$37	\$157	\$8,515
Santa Fe Irrigation District	Accounting Technician	\$6,517	\$333		\$6,850	\$2,484	\$167		\$25	\$22	\$157	\$9,705
Sweetwater Authority	Account Clerk III	\$6,815	\$108		\$6,923	\$2,732	\$192	\$22	\$22	\$22	\$700	\$10,612
Vallecitos Water District	Accounting Technician	\$6,335	\$250		\$6,585	\$2,979	\$128	\$17	\$13	\$37		\$9,759
Valley Center MWD	Accounting Specialist II	\$7,418			\$7,418	\$2,191	\$129	\$18	\$24	\$50	\$85	\$9,915
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Accountant I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$6,530			\$6,756							\$9,822
	% +/-	2.2%			2.1%							-0.9%

Benefit Gain/Loss -3.1%

**Olivenhain MWD
Accounting Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Accounting Supervisor	\$6,191			\$6,191	\$1,901	inc	inc	\$4	\$20	\$157	\$8,273
City of Escondido	Finance Manager	\$8,840			\$8,840	\$1,594	\$33		\$15			\$10,483
City of Oceanside	Supervising Accountant	\$7,987	\$67		\$8,053	\$1,688	inc	inc	\$14	\$48		\$9,804
City of Poway	No Comparable Class											
City of San Diego	Supervising Management Analyst	\$8,333			\$8,333	\$1,917	inc	inc	inc		\$21	\$10,270
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	Accounting Supervisor	\$9,855			\$9,855	\$1,994	\$191	\$24	\$30		\$1,349	\$13,443
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Finance Supervisor	\$10,834	\$250		\$11,084	\$2,979	\$128	\$17	\$22	\$64		\$14,295
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Accounting Supervisor	\$9,828	\$396		\$10,224	\$2,618	\$163	\$17	\$54	\$29		\$13,104
	65th Percentile	\$9,094			\$9,094							\$11,223
	% +/-	7.5%			11.1%							14.4%

Benefit Gain/Loss 3.3%

**Olivenhain MWD
Administrative Analyst**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Management Analyst	\$7,723			\$7,723	\$1,901	inc	inc	\$11	\$24	\$157	\$9,816
City of Escondido	Management Analyst II	\$6,597			\$6,597	\$1,594	\$33		\$13			\$8,237
City of Oceanside	Administrative Analyst II	\$6,388	\$67		\$6,454	\$1,688	inc	inc	\$11	\$39		\$8,192
City of Poway	Management Analyst	\$7,104	\$190		\$7,294	\$1,414	\$98	\$11	\$16	\$36		\$8,869
City of San Diego	Associate Management Analyst	\$7,070			\$7,070	\$1,917	inc	inc	inc		\$18	\$9,004
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Management Analyst	\$7,680	\$83		\$7,764	\$2,568	\$83	\$19	\$13	\$24	\$988	\$11,458
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Management Analyst II	\$7,515			\$7,515	\$2,265	inc	inc	\$15		\$157	\$9,952
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Administrative Analyst	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$7,474			\$7,493							\$9,735
	% +/-	2.7%			5.2%							9.4%

Benefit Gain/Loss 4.1%

**Olivenhain MWD
Assistant General Manager**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	No Comparable Class												
City of Poway	No Comparable Class												
City of San Diego	No Comparable Class												
Encina Wastewater Authority	Assistant General Manager	\$20,770	\$831		\$21,601	\$2,039	\$102	\$22	\$50	\$98	\$113	\$24,024	
Fallbrook PUD	Assistant General Manager	\$26,470	\$900		\$27,370	\$2,143	\$123	\$17	\$114	\$101	\$536	\$30,405	
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	Assistant General Manager	\$18,985	\$125		\$19,110	\$2,732	\$192	\$22	\$92	\$61	\$700	\$22,907	
Vallecitos Water District	Assistant General Manager	\$18,084	\$375		\$18,459	\$2,979	\$128	\$17	\$37	\$107		\$21,727	
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Assistant General Manager	\$19,533	\$396		\$19,929	\$2,618	\$163	\$17	\$108	\$57		\$22,892	
	65th Percentile	\$20,681			\$21,476							\$23,968	
	% +/-	-5.9%			-7.8%							-4.7%	

Benefit Gain/Loss 3.1%

Olivenhain MWD

Backflow & Cross Connection Coordinator I

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	Cross Connection Technician I	\$5,849			\$5,849	\$1,416	\$33		\$10			\$7,308
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	Senior Backflow & Cross Connection Spec	\$5,270			\$5,270	\$1,917	inc	inc	inc		\$13	\$7,200
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Meter Maintenance Worker II	\$6,683			\$6,683	\$3,046	\$122	\$6	\$8	\$27	\$2,380	\$12,271
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist I	\$6,524			\$6,524	\$2,265	inc	inc	\$13		\$157	\$8,958
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Cross Connection Control Specialist I	\$7,160	\$108		\$7,268	\$2,732	\$192	\$22	\$23	\$23	\$700	\$10,959
Vallecitos Water District	No Comparable Class											
Valley Center MWD	Meter Services Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79	\$9,382
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Backflow & Cross Connection Coordinator I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$6,736			\$6,736							\$9,776
	% +/-	-0.9%			2.4%							-0.5%

Benefit Gain/Loss -2.9%

Olivenhain MWD

Backflow & Cross Connection Coordinator II

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Cross Connection Control Technician	\$7,783			\$7,783	\$1,901	inc	inc	\$6	\$25	\$157	\$9,871
City of Escondido	Cross Connection Technician II	\$6,456			\$6,456	\$1,416	\$33		\$10			\$7,915
City of Oceanside	Cross Connection Control Technician	\$7,328	\$83		\$7,411	\$1,468	\$100	inc	\$13	\$44		\$9,036
City of Poway	Cross Connection Specialist	\$6,552	\$153		\$6,705	\$1,414	\$98	\$11	\$15	\$33		\$8,275
City of San Diego	Principal Backflow & Cross Connection Spec	\$5,938			\$5,938	\$1,917	inc	inc	inc		\$15	\$7,870
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Maintenance Technician II	\$8,092	\$121		\$8,213	\$2,143	\$123	\$17	\$35	\$31	\$536	\$11,098
Helix Water District	Cross Connection Control Coordinator	\$8,064	\$83		\$8,148	\$2,568	\$83	\$19	\$14	\$25	\$988	\$11,844
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	Water Quality Compliance Specialist	\$8,001			\$8,001	\$2,182	\$147		\$52	\$38	\$600	\$11,021
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist II	\$7,171			\$7,171	\$2,265	inc	inc	\$15		\$157	\$9,607
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Cross Connection & Recycled Water Tech	\$6,843	\$333		\$7,176	\$2,484	\$167		\$26	\$23	\$157	\$10,034
Sweetwater Authority	Cross Connection Control Specialist II	\$7,902	\$108		\$8,010	\$2,732	\$192	\$22	\$26	\$25	\$700	\$11,706
Vallecitos Water District	No Comparable Class											
Valley Center MWD	Meter Services Technician III	\$7,602			\$7,602	\$2,191	\$129	\$18	\$24	\$52	\$87	\$10,101
Vista Irrigation District	No Comparable Class											
Yuima MWD	Lead Systems Technician	\$7,420			\$7,420	\$2,843	\$115	\$24	\$28			\$10,429
Olivenhain MWD	Backflow & Cross Connection Coordinator II	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$7,746			\$7,746							\$10,363
	% +/-	-0.9%			2.0%							3.5%

Benefit Gain/Loss 1.5%

**Olivenhain MWD
Cathodic Protection Technician**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	Principal Corrosion Engineering Aide	\$7,185			\$7,185	\$1,897	inc	inc	inc		\$18	\$9,100
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Cathodic Protection Technician	\$7,316	\$83		\$7,399	\$2,568	\$83	\$19	\$12	\$23	\$988	\$11,091
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Cathodic Protection Technician	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile % +/-	I.D.			I.D.							I.D.

**Olivenhain MWD
Collections Systems Operator I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Waste Water Utility Worker I	\$6,010			\$6,010	\$1,901	inc	inc	\$4	\$19	\$157	\$8,092
City of Escondido	Wastewater Collections Tech I	\$5,299			\$5,299	\$1,416	\$33		\$10			\$6,758
City of Oceanside	Utility Worker I	\$5,014	\$83		\$5,097	\$1,468	\$100	inc	\$9	\$30		\$6,704
City of Poway	Wastewater Utilities Worker I	\$4,993	\$153		\$5,146	\$1,414	\$98	\$11	\$11	\$25		\$6,706
City of San Diego	Utility Worker 1	\$3,734			\$3,734	\$1,897	inc	inc	inc		\$9	\$5,640
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	Field Services Technician I	\$6,465	\$129		\$6,595	\$2,260	\$235	\$23	\$17	\$17	\$157	\$9,304
Otay Water District	Utility Worker I	\$5,773			\$5,773	\$3,046	\$122	\$6	\$8	\$23	\$2,380	\$11,357
Padre Dam Water District	Wastewater Collection Systems Worker (1st)	\$6,152			\$6,152	\$2,182	\$147		\$40	\$29	\$600	\$9,151
Rainbow MWD	Utility Worker I-Wastewater Services	\$5,763	\$217		\$5,980	\$1,822	\$167	\$19	\$26	\$22		\$8,036
Ramona MWD	Collection System Worker I	\$5,644			\$5,644	\$1,994	\$191	\$24	\$17		\$1,349	\$9,219
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician I	\$4,790			\$4,790	\$2,265	inc	inc	\$10		\$157	\$7,221
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Wastewater Collection Systems Worker I	\$5,086	\$250		\$5,336	\$2,979	\$128	\$17	\$10	\$30		\$8,501
Valley Center MWD	Wastewater Systems Technician I	\$6,103			\$6,103	\$2,191	\$129	\$18	\$24	\$42	\$70	\$8,576
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Collections Systems Operator I	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17		\$8,915
	65th Percentile	\$5,771			\$5,939							\$8,561
	% +/-	1.5%			2.5%							4.0%

Benefit Gain/Loss 1.5%

**Olivenhain MWD
Collections Systems Operator II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Waste Water Utility Worker II	\$6,769			\$6,769	\$1,901	inc	inc	\$5	\$21	\$157	\$8,853
City of Escondido	Wastewater Collections Tech II	\$5,849			\$5,849	\$1,416	\$33		\$10			\$7,308
City of Oceanside	Utility Worker II	\$5,507	\$83		\$5,590	\$1,468	\$100	inc	\$10	\$33		\$7,201
City of Poway	Wastewater Utilities Worker II	\$5,512	\$153		\$5,665	\$1,414	\$98	\$11	\$12	\$28		\$7,228
City of San Diego	Utility Worker 2	\$4,079			\$4,079	\$1,897	inc	inc	inc		\$10	\$5,985
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	Field Services Technician II	\$7,128	\$143		\$7,270	\$2,260	\$235	\$23	\$17	\$19	\$157	\$9,982
Otay Water District	Utility Worker II	\$6,365			\$6,365	\$3,046	\$122	\$6	\$8	\$25	\$2,380	\$11,951
Padre Dam Water District	Wastewater Collection Systems Worker (2nd)	\$6,425			\$6,425	\$2,182	\$147		\$42	\$31	\$600	\$9,426
Rainbow MWD	Utility Worker II-Wastewater	\$6,626	\$217		\$6,842	\$1,822	\$167	\$19	\$30	\$26		\$8,906
Ramona MWD	Collection System Worker II	\$6,218			\$6,218	\$1,994	\$191	\$24	\$19		\$1,349	\$9,795
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$5,122			\$5,122	\$2,265	inc	inc	\$10		\$157	\$7,554
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Wastewater Collection Systems Worker II	\$5,888	\$250		\$6,138	\$2,979	\$128	\$17	\$12	\$35		\$9,309
Valley Center MWD	Wastewater Systems Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79	\$9,382
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Collections Systems Operator II	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$6,413			\$6,413							\$9,367
	% +/-	3.9%			7.1%							3.7%

Benefit Gain/Loss -3.4%

Olivenhain MWD

Collections Systems Operator III

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Waste Water Utility Worker III	\$7,554			\$7,554	\$1,901	inc	inc	\$5	\$24	\$157	\$9,641
City of Escondido	Sr Wastewater Coll Technician	\$7,487			\$7,487	\$1,416	\$33		\$10			\$8,946
City of Oceanside	Utility Worker III	\$6,048	\$83		\$6,131	\$1,468	\$100	inc	\$11	\$37		\$7,746
City of Poway	Wastewater Utilities Crew Leader	\$6,552	\$153		\$6,705	\$1,414	\$98	\$11	\$15	\$33		\$8,275
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	Field Services Technician III	\$8,251	\$165		\$8,416	\$2,260	\$235	\$23	\$17	\$22	\$157	\$11,131
Otay Water District	Utility Crew Leader	\$7,737			\$7,737	\$3,046	\$122	\$6	\$8	\$31	\$2,380	\$13,329
Padre Dam Water District	Wastewater Collection Systems Worker (3rd)	\$6,935			\$6,935	\$2,182	\$147		\$45	\$33	\$600	\$9,943
Rainbow MWD	Utility Worker III-Wastewater	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30		\$9,909
Ramona MWD	Collection System Worker III	\$7,353			\$7,353	\$1,994	\$191	\$24	\$22		\$1,349	\$10,933
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$5,553			\$5,553	\$2,265	inc	inc	\$11		\$157	\$7,986
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Senior Wastewater Collection Systems Worker	\$6,651	\$250		\$6,901	\$2,979	\$128	\$17	\$14	\$39		\$10,079
Valley Center MWD	Wastewater Systems Technician III	\$7,602			\$7,602	\$2,191	\$129	\$18	\$24	\$52	\$87	\$10,101
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Collections Systems Operator III	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$7,561			\$7,561							\$10,082
	% +/-	1.5%			4.4%							6.1%

Benefit Gain/Loss 1.7%

Olivenhain MWD

Customer Service & Public Affairs Supv

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Customer Service Supervisor	\$8,892	\$83		\$8,975	\$2,568	\$83	\$19	\$15	\$28	\$988	\$12,675
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Customer Service Supervisor	\$8,956	\$83		\$9,039	\$3,046	\$122	\$6	\$35	\$36	\$2,380	\$14,663
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Customer Service Supervisor	\$8,669	\$125		\$8,794	\$2,732	\$192	\$22	\$42	\$28	\$700	\$12,509
Vallecitos Water District	Customer Service Supervisor	\$8,284	\$250		\$8,534	\$2,979	\$128	\$17	\$17	\$49		\$11,725
Valley Center MWD	No Comparable Class											
Vista Irrigation District	Customer Service Supervisor	\$10,001	\$150		\$10,151	\$2,679	\$123	\$23	\$48	\$50		\$13,073
Yuima MWD	No Comparable Class											
Olivenhain MWD	Customer Service & Public Affairs Supv	\$10,570	\$396		\$10,966	\$2,618	\$163	\$17	\$58	\$31		\$13,853
	65th Percentile	\$8,930			\$9,014							\$12,914
	% +/-	15.5%			17.8%							6.8%

Benefit Gain/Loss -11.0%

Olivenhain MWD

Customer Services Manager

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Administrative Services Manager	\$12,511	\$83		\$12,595	\$2,568	\$83	\$19	\$21	\$39	\$988	\$16,312
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Customer Service Manager	\$12,002	\$250		\$12,252	\$3,046	\$122	\$6	\$48	\$48	\$2,380	\$17,900
Padre Dam Water District	Customer Service Manager	\$11,283			\$11,283	\$2,182	\$147		\$74	\$54	\$600	\$14,340
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Customer Service Manager	\$12,478	\$125		\$12,603	\$2,732	\$192	\$22	\$61	\$40	\$700	\$16,348
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Customer Services Manager	\$15,107	\$396		\$15,502	\$2,618	\$163	\$17	\$83	\$44		\$18,428
	65th Percentile	\$12,454			\$12,577							\$16,346
	% +/-	17.6%			18.9%							11.3%

Benefit Gain/Loss -7.6%

Olivenhain MWD

Customer Services Representative I

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	Customer Service Representative I	\$3,363			\$3,363	\$1,416	\$33		\$10			\$4,822
City of Oceanside	Customer Account Representative I	\$4,005	\$83		\$4,088	\$1,468	\$100	inc	\$7	\$24		\$5,687
City of Poway	Customer Services Technician I	\$3,905	\$153		\$4,059	\$1,414	\$98	\$11	\$9	\$20		\$5,610
City of San Diego	Clerical Assistant II	\$3,907			\$3,907	\$1,917	inc	inc	inc		\$10	\$5,833
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Customer Service Representative II	\$5,870	\$88		\$5,958	\$2,143	\$123	\$17	\$25	\$22	\$536	\$8,825
Helix Water District	Customer Service Representative I	\$5,731	\$83		\$5,815	\$2,568	\$83	\$19	\$10	\$18	\$988	\$9,499
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Customer Service Representative I	\$5,236			\$5,236	\$3,046	\$122	\$6	\$8	\$21	\$2,380	\$10,818
Padre Dam Water District	Customer Service Specialist (1st sal grade)	\$5,664			\$5,664	\$2,182	\$147		\$37	\$27	\$600	\$8,657
Rainbow MWD	Customer Services Representative I	\$5,010	\$217		\$5,227	\$1,822	\$167	\$19	\$23	\$20		\$7,277
Ramona MWD	Customer Service Representative II	\$5,130			\$5,130	\$1,994	\$191	\$24	\$16		\$1,349	\$8,703
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician I	\$4,790			\$4,790	\$2,265	inc	inc	\$10		\$157	\$7,221
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Customer Service Representative I	\$5,361	\$333		\$5,694	\$2,484	\$167		\$21	\$18	\$157	\$8,541
Sweetwater Authority	Customer Service Representative I (Office)	\$5,462	\$108		\$5,570	\$2,732	\$192	\$22	\$18	\$17	\$700	\$9,250
Vallecitos Water District	Customer Service Representative II	\$5,607	\$250		\$5,857	\$2,979	\$128	\$17	\$11	\$33		\$9,026
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Customer Services Representative I	\$5,184	\$229		\$5,413	\$2,618	\$163	\$17	\$12	\$15		\$8,237
	65th Percentile	\$5,406			\$5,612							\$8,758
	% +/-	-4.3%			-3.7%							-6.3%

Benefit Gain/Loss -2.6%

Olivenhain MWD

Customer Services Representative II

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Accounting Technician	\$5,606			\$5,606	\$1,901	inc	inc	\$4	\$18	\$157	\$7,685
City of Escondido	Customer Service Representative II	\$3,712			\$3,712	\$1,416	\$33		\$10			\$5,171
City of Oceanside	Customer Account Representative II	\$4,396	\$83		\$4,479	\$1,468	\$100	inc	\$8	\$27		\$6,081
City of Poway	Customer Services Technician II	\$4,339	\$153		\$4,492	\$1,414	\$98	\$11	\$10	\$22		\$6,047
City of San Diego	Customer Service Representative	\$4,310			\$4,310	\$1,917	inc	inc	inc		\$11	\$6,237
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Customer Service Specialist	\$6,807	\$102		\$6,909	\$2,143	\$123	\$17	\$29	\$26	\$536	\$9,784
Helix Water District	Customer Service Representative II	\$6,635	\$83		\$6,719	\$2,568	\$83	\$19	\$11	\$21	\$988	\$10,408
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Customer Service Representative II	\$5,773			\$5,773	\$3,046	\$122	\$6	\$8	\$23	\$2,380	\$11,357
Padre Dam Water District	Customer Service Specialist (2nd sal grade)	\$6,152			\$6,152	\$2,182	\$147		\$40	\$29	\$600	\$9,151
Rainbow MWD	Customer Services Representative II	\$5,763	\$217		\$5,980	\$1,822	\$167	\$19	\$26	\$22		\$8,036
Ramona MWD	Customer Service Representative III	\$5,644			\$5,644	\$1,994	\$191	\$24	\$17		\$1,349	\$9,219
Rincon Del Diablo MWD	Customer Service Representative	\$5,414		\$379	\$5,793	\$2,366	\$181	inc	\$66	\$21	\$2,366	\$10,793
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$5,122			\$5,122	\$2,265	inc	inc	\$10		\$157	\$7,554
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Customer Service Representative II	\$5,911	\$333		\$6,244	\$2,484	\$167		\$23	\$20	\$157	\$9,095
Sweetwater Authority	Customer Service Representative II (Office)	\$6,028	\$108		\$6,136	\$2,732	\$192	\$22	\$20	\$19	\$700	\$9,820
Vallecitos Water District	Customer Service Representative III	\$5,888	\$250		\$6,138	\$2,979	\$128	\$17	\$12	\$35		\$9,309
Valley Center MWD	Consumer Services Assistant	\$5,813			\$5,813	\$2,191	\$129	\$18	\$24	\$40	\$67	\$8,280
Vista Irrigation District	Customer Service Representative	\$6,011	\$100		\$6,111	\$2,679	\$123	\$23	\$29	\$30		\$8,994
Yuima MWD	Accounting Technician	\$5,460			\$5,460	\$2,843	\$115	\$24	\$20			\$8,462
Olivenhain MWD	Customer Services Representative II	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17		\$8,915
	65th Percentile	\$5,865			\$6,071							\$9,199
	% +/-	-0.1%			0.3%							-3.2%

Benefit Gain/Loss -3.5%

Olivenhain MWD

Department Assistant I (Grade 2)

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Secretary	\$4,974			\$4,974	\$1,901	inc	inc	\$4	\$16	\$157	\$7,051
City of Escondido	Department Assistant	\$3,447			\$3,447	\$1,594	\$33		\$10			\$5,085
City of Oceanside	Senior Office Specialist	\$4,184	\$83		\$4,267	\$1,468	\$100	inc	\$7	\$25		\$5,867
City of Poway	Administrative Assistant II	\$3,713	\$153		\$3,866	\$1,414	\$98	\$11	\$8	\$19		\$5,416
City of San Diego	Clerical Assistant II	\$3,907			\$3,907	\$1,917	inc	inc	inc		\$10	\$5,833
Encina Wastewater Authority	Administrative Assistant I	\$5,383	\$215		\$5,599	\$2,039	\$102	\$22	\$13	\$25	\$113	\$7,913
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	Administrative Assistant	\$4,591			\$4,591	\$2,182	\$147		\$30	\$22	\$600	\$7,572
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Office Assistant III	\$6,489	\$108		\$6,597	\$2,732	\$192	\$22	\$21	\$21	\$700	\$10,283
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Department Assistant I (Grade 2)	\$5,184	\$229		\$5,413	\$2,618	\$163	\$17	\$12	\$15		\$8,237
	65th Percentile	\$4,802			\$4,802							\$7,338
	% +/-	7.4%			11.3%							10.9%

Benefit Gain/Loss -0.4%

**Olivenhain MWD
Department Assistant II (Grade 3)**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Administrative Secretary	\$5,383			\$5,383	\$1,901	inc	inc	\$4	\$17	\$157	\$7,462
City of Escondido	Administrative Coordinator	\$4,752			\$4,752	\$1,594	\$33		\$11			\$6,390
City of Oceanside	Administrative Secretary	\$4,762	\$67		\$4,829	\$1,688	inc	inc	\$8	\$29		\$6,554
City of Poway	Senior Administrative Assistant	\$4,753	\$153		\$4,906	\$1,414	\$98	\$11	\$11	\$24		\$6,463
City of San Diego	Senior Clerk Typist	\$4,622			\$4,622	\$1,917	inc	inc	inc		\$12	\$6,550
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	Administrative Specialist	\$5,864	\$117		\$5,981	\$2,260	\$235	\$23	\$17	\$16	\$157	\$8,689
Otay Water District	Department Assistant	\$5,773			\$5,773	\$3,046	\$122	\$6	\$8	\$23	\$2,380	\$11,357
Padre Dam Water District	Administrative Assistant	\$5,087			\$5,087	\$2,182	\$147		\$33	\$24	\$600	\$8,074
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	Administrative Assistant	\$4,911		\$344	\$5,254	\$2,366	\$181	inc	\$66	\$19	\$2,366	\$10,252
San Dieguito Water District [City of Encinitas]	Program Assistant II	\$4,790			\$4,790	\$2,265	inc	inc	\$10		\$157	\$7,221
San Elijo JPA	Administrative Assistant II	\$4,750	\$190		\$4,939	\$1,566	\$163	\$23	\$9	\$28	\$157	\$6,885
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	Administrative Assistant III	\$6,408			\$6,408	\$2,191	\$129	\$18	\$24	\$44	\$74	\$8,886
Vista Irrigation District	Facilities Office Assistant	\$6,290	\$100		\$6,390	\$2,679	\$123	\$23	\$30	\$31		\$9,275
Yuima MWD	No Comparable Class											
Olivenhain MWD	Department Assistant II (Grade 3)	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17		\$8,915
	65th Percentile	\$5,324			\$5,357							\$8,566
	% +/-	9.1%			12.0%							3.9%

Benefit Gain/Loss -8.1%

**Olivenhain MWD
Engineering Manager**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Engineering Manager	\$12,387			\$12,387	\$1,901	inc	inc	\$18	\$39	\$157	\$14,501
City of Escondido	City Engineer	\$14,400			\$14,400	\$1,594	\$33		\$22			\$16,049
City of Oceanside	City Engineer	\$12,792	\$83		\$12,875	\$1,688	inc	inc	\$33	\$77		\$14,674
City of Poway	City Engineer	\$13,080	\$230		\$13,310	\$1,414	\$98	\$11	\$29	\$65		\$14,928
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Engineering Manager	\$15,207	\$83		\$15,291	\$2,568	\$83	\$19	\$26	\$47	\$988	\$19,021
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Chief, Engineering	\$16,891	\$417		\$17,307	\$3,046	\$122	\$6	\$67	\$68	\$2,380	\$22,995
Padre Dam Water District	Director of Engineering & Planning	\$16,260			\$16,260	\$2,182	\$147		\$107	\$78	\$600	\$19,373
Rainbow MWD	Engineering and Capital Improvement Program Manager	\$15,997	\$217		\$16,214	\$1,822	\$167	\$19	\$73	\$62		\$18,357
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	Engineering Manager	\$15,084		\$1,056	\$16,140	\$2,366	\$181	inc	\$66	\$57	\$2,366	\$21,177
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Engineering Services Director	\$16,754	\$333		\$17,087	\$2,484	\$167		\$64	\$57	\$157	\$20,017
Sweetwater Authority	Director of Engineering	\$17,886	\$125		\$18,011	\$2,732	\$192	\$22	\$87	\$57	\$700	\$21,799
Vallecitos Water District	District Engineer	\$16,403	\$375		\$16,778	\$2,979	\$128	\$17	\$33	\$97		\$20,032
Valley Center MWD	District Engineer/Deputy GM	\$16,793			\$16,793	\$2,191	\$129	\$18	\$24	\$114	\$193	\$19,461
Vista Irrigation District	Director of Engineering	\$18,349	\$734		\$19,083	\$2,679	\$123	\$23	\$88	\$92		\$22,087
Yuima MWD	No Comparable Class											
Olivenhain MWD	Engineering Manager	\$16,256	\$396		\$16,652	\$2,618	\$163	\$17	\$90	\$47		\$19,586
	65th Percentile	\$16,561			\$16,785							\$20,024
	% +/-	-1.9%			-0.8%							-2.2%

Benefit Gain/Loss -1.4%

**Olivenhain MWD
Engineering Services Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	Field Engineering Supervisor	\$7,786			\$7,786	\$1,486	\$33		\$10			\$9,315
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Construction Inspection Supervisor	\$8,914	\$250		\$9,164	\$2,979	\$128	\$17	\$18	\$53		\$12,359
Valley Center MWD	Construction Inspector Supervisor	\$9,941			\$9,941	\$2,191	\$129	\$18	\$24	\$68	\$114	\$12,484
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Engineering Services Supervisor	\$9,828	\$396		\$10,224	\$2,618	\$163	\$17	\$54	\$29		\$13,104
	65th Percentile	\$9,222			\$9,397							\$12,396
	% +/-	6.2%			8.1%							5.4%

Benefit Gain/Loss -2.7%

**Olivenhain MWD
Engineering Technician I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Engineering Technician I	\$5,493			\$5,493	\$1,901	inc	inc	\$4	\$17	\$157	\$7,572
City of Escondido	Engineering Technician I	\$4,871			\$4,871	\$1,416	\$33		\$10			\$6,330
City of Oceanside	Engineering Assistant I	\$5,050	\$83		\$5,133	\$1,468	\$100	inc	\$9	\$31		\$6,740
City of Poway	Engineering Technician I	\$5,512	\$153		\$5,665	\$1,414	\$98	\$11	\$12	\$28		\$7,228
City of San Diego	Engrng Trainee	\$4,589			\$4,589	\$1,917	inc	inc	inc		\$11	\$6,517
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Engineering Technician I	\$6,807	\$102		\$6,909	\$2,143	\$123	\$17	\$29	\$26	\$536	\$9,784
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	Engineering Technician (1st)	\$6,935			\$6,935	\$2,182	\$147		\$45	\$33	\$600	\$9,943
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$6,155			\$6,155	\$2,265	inc	inc	\$13		\$157	\$8,589
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Engineering Technician I	\$6,033	\$250		\$6,283	\$2,979	\$128	\$17	\$12	\$36		\$9,455
Valley Center MWD	Engineering Technician I	\$6,729			\$6,729	\$2,191	\$129	\$18	\$24	\$46	\$77	\$9,213
Vista Irrigation District	Engineering Specialist I	\$8,477	\$100		\$8,577	\$2,679	\$123	\$23	\$41	\$42		\$11,484
Yuima MWD	No Comparable Class											
Olivenhain MWD	Engineering Technician I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$6,442			\$6,506							\$9,334
	% +/-	3.5%			5.7%							4.1%

Benefit Gain/Loss -1.7%

**Olivenhain MWD
Engineering Technician II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Engineering Technician II	\$6,376			\$6,376	\$1,901	inc	inc	\$5	\$20	\$157	\$8,459
City of Escondido	Engineering Technician II	\$5,376			\$5,376	\$1,416	\$33		\$10			\$6,835
City of Oceanside	Engineering Assistant II	\$5,777	\$83		\$5,860	\$1,468	\$100	inc	\$10	\$35		\$7,473
City of Poway	Engineering Technician II	\$6,084	\$153		\$6,237	\$1,414	\$98	\$11	\$14	\$30		\$7,804
City of San Diego	Senior Engineering Aide	\$6,378			\$6,378	\$1,917	inc	inc	inc		\$16	\$8,310
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Engineering Technician II	\$7,513	\$113		\$7,626	\$2,143	\$123	\$17	\$32	\$29	\$536	\$10,506
Helix Water District	Engineering Technician	\$7,316	\$83		\$7,399	\$2,568	\$83	\$19	\$12	\$23	\$988	\$11,091
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Engineering Technician	\$7,017			\$7,017	\$3,046	\$122	\$6	\$8	\$28	\$2,380	\$12,606
Padre Dam Water District	Engineering Technician (2nd)	\$7,620			\$7,620	\$2,182	\$147		\$50	\$36	\$600	\$10,635
Rainbow MWD	No Comparable Class											
Ramona MWD	Engineering Technician	\$6,522			\$6,522	\$1,994	\$191	\$24	\$20		\$1,349	\$10,100
Rincon Del Diablo MWD	Engineering Technician	\$6,581		\$461	\$7,042	\$2,366	\$181	inc	\$66	\$25	\$2,366	\$12,046
San Dieguito Water District [City of Encinitas]	Engineering Specialist II	\$6,710			\$6,710	\$2,265	inc	inc	\$14		\$157	\$9,145
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Engineering Technician	\$7,544	\$333		\$7,877	\$2,484	\$167		\$29	\$26	\$157	\$10,740
Sweetwater Authority	Engineering Technician	\$6,985	\$108		\$7,093	\$2,732	\$192	\$22	\$23	\$22	\$700	\$10,783
Vallecitos Water District	Engineering Technician II	\$6,984	\$250		\$7,234	\$2,979	\$128	\$17	\$14	\$41		\$10,414
Valley Center MWD	Engineering Technician II	\$7,418			\$7,418	\$2,191	\$129	\$18	\$24	\$50	\$85	\$9,915
Vista Irrigation District	Engineering Specialist II	\$9,071	\$100		\$9,171	\$2,679	\$123	\$23	\$44	\$45		\$12,084
Yuima MWD	No Comparable Class											
Olivenhain MWD	Engineering Technician II	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$7,137			\$7,300							\$10,677
	% +/-	7.1%			7.7%							0.6%

Benefit Gain/Loss -7.1%

**Olivenhain MWD
Engineering Technician III**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	Senior Engineering Assistant	\$7,341	\$67		\$7,408	\$1,688	inc	inc	\$13	\$44			\$9,153
City of Poway	No Comparable Class												
City of San Diego	Principal Engineering Aide	\$7,185			\$7,185	\$1,917	inc	inc	inc			\$18	\$9,120
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	Engineering Technician III	\$8,714	\$131		\$8,844	\$2,143	\$123	\$17	\$38	\$33	\$536		\$11,735
Helix Water District	Senior Engineering Technician	\$8,469	\$83		\$8,552	\$2,568	\$83	\$19	\$14	\$26	\$988		\$12,250
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Senior Engineering Technician	\$7,737			\$7,737	\$3,046	\$122	\$6	\$8	\$31	\$2,380		\$13,329
Padre Dam Water District	Engineering Technician (3rd)	\$8,137			\$8,137	\$2,182	\$147		\$53	\$39	\$600		\$11,158
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	Engineering Specialist III	\$7,377			\$7,377	\$2,265	inc	inc	\$15		\$157		\$9,813
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	Senior Engineering Technician	\$8,301	\$108		\$8,409	\$2,732	\$192	\$22	\$27	\$27	\$700		\$12,107
Vallecitos Water District	Engineering Technician III	\$8,085	\$250		\$8,335	\$2,979	\$128	\$17	\$16	\$48			\$11,523
Valley Center MWD	Engineering Technician III	\$8,179			\$8,179	\$2,191	\$129	\$18	\$24	\$56	\$94		\$10,689
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Engineering Technician III	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26			\$11,970
	65th Percentile	\$8,173			\$8,311								\$11,703
	% +/-	8.2%			9.0%								2.2%

Benefit Gain/Loss -6.8%

**Olivenhain MWD
Equipment Technician**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Equipment Technician II	\$5,888			\$5,888	\$1,901	inc	inc	\$4	\$19	\$157	\$7,969
City of Escondido	Equipment Mechanic II	\$6,774			\$6,774	\$1,416	\$33		\$10			\$8,233
City of Oceanside	Automotive Technician III	\$6,924	\$83		\$7,007	\$1,468	\$100	inc	\$12	\$42		\$8,629
City of Poway	Equipment Mechanic	\$5,118	\$153		\$5,271	\$1,414	\$98	\$11	\$12	\$26		\$6,832
City of San Diego	Equipment Technician II	\$4,841			\$4,841	\$1,897	inc	inc	inc		\$12	\$6,749
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Equipment Mechanic	\$6,977	\$105		\$7,082	\$2,143	\$123	\$17	\$30	\$27	\$536	\$9,958
Helix Water District	Equipment Repair Technician	\$7,316	\$83		\$7,399	\$2,568	\$83	\$19	\$12	\$23	\$988	\$11,091
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Equipment Mechanic II	\$6,683			\$6,683	\$3,046	\$122	\$6	\$8	\$27	\$2,380	\$12,271
Padre Dam Water District	Equipment Mechanic	\$8,137			\$8,137	\$2,182	\$147		\$53	\$39	\$600	\$11,158
Rainbow MWD	Mechanic II	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30		\$9,909
Ramona MWD	Equipment Maintenance Mechanic II	\$6,844			\$6,844	\$1,994	\$191	\$24	\$21		\$1,349	\$10,423
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Heavy Equipment Mechanic II	\$5,712			\$5,712	\$2,265	inc	inc	\$12		\$157	\$8,145
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Equipment Mechanic	\$6,651	\$108		\$6,759	\$2,732	\$192	\$22	\$22	\$21	\$700	\$10,446
Vallecitos Water District	Mechanic	\$6,651	\$250		\$6,901	\$2,979	\$128	\$17	\$14	\$39		\$10,079
Valley Center MWD	Fleet Mechanic II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79	\$9,382
Vista Irrigation District	Equipment Mechanic	\$7,232	\$100		\$7,332	\$2,679	\$123	\$23	\$35	\$36		\$10,227
Yuima MWD	No Comparable Class											
Olivenhain MWD	Equipment Technician	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$6,917			\$6,981							\$10,190
	% +/-	-3.6%			-1.1%							-4.7%

Benefit Gain/Loss -3.6%

**Olivenhain MWD
Executive Secretary**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Executive Assistant	\$7,723			\$7,723	\$1,901	inc	inc	\$11	\$24	\$157	\$9,816
City of Escondido	Executive Assistant - City Atty	\$6,391			\$6,391	\$1,594	\$33		\$12			\$8,031
City of Oceanside	No Comparable Class											
City of Poway	Executive Assistant to the City Manager	\$5,830	\$150		\$5,980	\$1,414	\$98	\$11	\$13	\$29		\$7,546
City of San Diego	No Comparable Class											
Encina Wastewater Authority	Board Secretary/Executive Assistant	\$9,346	\$374		\$9,720	\$2,039	\$102	\$22	\$22	\$44	\$113	\$12,062
Fallbrook PUD	Executive Assistant/ Board Secretary	\$10,356	\$155		\$10,511	\$2,143	\$123	\$17	\$45	\$39	\$536	\$13,415
Helix Water District	Board Secretary	\$10,808	\$83		\$10,892	\$2,568	\$83	\$19	\$18	\$34	\$988	\$14,601
Leucadia Wastewater District	Executive Assistant	\$9,098	\$182		\$9,279	\$2,260	\$235	\$23	\$17	\$25	\$157	\$11,996
Otay Water District	District Secretary	\$9,874	\$83		\$9,957	\$3,046	\$122	\$6	\$39	\$39	\$2,380	\$15,589
Padre Dam Water District	Board Secretary	\$9,547			\$9,547	\$2,182	\$147		\$63	\$46	\$600	\$12,584
Rainbow MWD	Executive Assistant/Board Secretary	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30		\$9,909
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	Executive Assistant/Clerk of the Board	\$8,000		\$560	\$8,559	\$2,366	\$181	inc	\$66	\$30	\$2,366	\$13,569
San Dieguito Water District [City of Encinitas]	Executive Assistant to the City Manager	\$6,837			\$6,837	\$2,265	inc	inc	\$14		\$157	\$9,273
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Executive Assistant/Board Secretary	\$8,733	\$333		\$9,066	\$2,484	\$167		\$33	\$30	\$157	\$11,937
Sweetwater Authority	Board Secretary/Administrative Assistant	\$9,828	\$125		\$9,953	\$2,732	\$192	\$22	\$48	\$31	\$700	\$13,677
Vallecitos Water District	Executive Assistant	\$7,514	\$250		\$7,764	\$2,979	\$128	\$17	\$15	\$44		\$10,948
Valley Center MWD	Executive Assistant/Secretary to the Board	\$9,017			\$9,017	\$2,191	\$129	\$18	\$24	\$61	\$104	\$11,543
Vista Irrigation District	Executive Assistant/Secretary of the Board	\$9,071	\$181		\$9,252	\$2,679	\$123	\$23	\$44	\$45		\$12,165
Yuima MWD	No Comparable Class											
Olivenhain MWD	Executive Secretary	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile	\$9,197			\$9,386							\$12,333
	% +/-	-3.3%			-2.8%							-3.0%

Benefit Gain/Loss -0.3%

**Olivenhain MWD
Facilities Coordinator**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Facilities & Fleet Maintenance Coordinator	\$7,185	\$333		\$7,518	\$2,484	\$167		\$28	\$24	\$157	\$10,378
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Facilities Coordinator	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile % +/-	I.D.			I.D.							I.D.

**Olivenhain MWD
Field Services Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Meter Services Supervisor	\$7,723			\$7,723	\$1,901	inc	inc	\$11	\$24	\$157	\$9,816
City of Escondido	No Comparable Class											
City of Oceanside	Meter Services Supervisor	\$7,063	\$67		\$7,130	\$1,688	inc	inc	\$12	\$43		\$8,873
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	Meter Services Supervisor	\$9,855			\$9,855	\$1,994	\$191	\$24	\$30		\$1,349	\$13,443
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Customer Service Supervisor (field)	\$8,669	\$125		\$8,794	\$2,732	\$192	\$22	\$42	\$28	\$700	\$12,509
Vallecitos Water District	Meter Service Supervisor	\$8,699	\$250		\$8,949	\$2,979	\$128	\$17	\$18	\$51		\$12,142
Valley Center MWD	Meter Services Supervisor	\$9,941			\$9,941	\$2,191	\$129	\$18	\$24	\$68	\$114	\$12,484
Vista Irrigation District	Customer Service Supervisor	\$10,001	\$150		\$10,151	\$2,679	\$123	\$23	\$48	\$50		\$13,073
Yuima MWD	No Comparable Class											
Olivenhain MWD	Field Services Supervisor	\$9,828	\$396		\$10,224	\$2,618	\$163	\$17	\$54	\$29		\$13,104
	65th Percentile	\$9,739			\$9,764							\$12,506
	% +/-	0.9%			4.5%							4.6%

Benefit Gain/Loss 0.1%

**Olivenhain MWD
Field Services Technician I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Meter Services Worker I	\$4,074			\$4,074	\$1,901	inc	inc	\$3	\$13	\$157	\$6,148
City of Escondido	Water Meter Reader	\$4,458			\$4,458	\$1,416	\$33		\$10			\$5,917
City of Oceanside	Meter Service Worker I	\$4,526	\$83		\$4,609	\$1,468	\$100	inc	\$8	\$27		\$6,212
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Utility Worker I	\$5,870	\$88		\$5,958	\$2,143	\$123	\$17	\$25	\$22	\$536	\$8,825
Helix Water District	Meter Reader I	\$5,198	\$83		\$5,282	\$2,568	\$83	\$19	\$9	\$16	\$988	\$8,964
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Customer Service Field Representative I	\$5,236			\$5,236	\$3,046	\$122	\$6	\$8	\$21	\$2,380	\$10,818
Padre Dam Water District	Field Services Technician (1st sal grade)	\$5,362			\$5,362	\$2,182	\$147		\$35	\$26	\$600	\$8,351
Rainbow MWD	Utility Worker I	\$5,763	\$217		\$5,980	\$1,822	\$167	\$19	\$26	\$22		\$8,036
Ramona MWD	Meter Services Worker I	\$5,644			\$5,644	\$1,994	\$191	\$24	\$17		\$1,349	\$9,219
Rincon Del Diablo MWD	Water Service Technician I	\$5,685		\$398	\$6,083	\$2,366	\$181	inc	\$66	\$22	\$2,366	\$11,084
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician I	\$4,790			\$4,790	\$2,265	inc	inc	\$10		\$157	\$7,221
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Utility Worker I	\$5,911	\$333		\$6,244	\$2,484	\$167		\$23	\$20	\$157	\$9,095
Sweetwater Authority	Customer Service Representative I (Field)	\$5,462	\$108		\$5,570	\$2,732	\$192	\$22	\$18	\$17	\$700	\$9,250
Vallecitos Water District	Meter Service Worker I	\$4,963	\$250		\$5,213	\$2,979	\$128	\$17	\$10	\$29		\$8,377
Valley Center MWD	Meter Services Technician I	\$6,103			\$6,103	\$2,191	\$129	\$18	\$24	\$42	\$70	\$8,576
Vista Irrigation District	Meter Reader Trainee	\$4,944	\$100		\$5,044	\$2,679	\$123	\$23	\$24	\$25		\$7,917
Yuima MWD	No Comparable Class											
Olivenhain MWD	Field Services Technician I	\$5,184	\$229		\$5,413	\$2,618	\$163	\$17	\$12	\$15		\$8,237
	65th Percentile	\$5,598			\$5,625							\$8,929
	% +/-	-8.0%			-3.9%							-8.4%

Benefit Gain/Loss -4.5%

**Olivenhain MWD
Field Services Technician II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Meter Services Worker II	\$5,073			\$5,073	\$1,901	inc	inc	\$4	\$16	\$157	\$7,150
City of Escondido	Water Service Representative	\$5,567			\$5,567	\$1,416	\$33		\$10			\$7,026
City of Oceanside	Meter Service Worker II	\$4,967	\$83		\$5,050	\$1,468	\$100	inc	\$9	\$30		\$6,657
City of Poway	Customer Services Field Worker	\$5,512	\$153		\$5,665	\$1,414	\$98	\$11	\$12	\$28		\$7,228
City of San Diego	Field Representative	\$4,220			\$4,220	\$1,917	inc	inc	inc		\$11	\$6,147
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Utility Worker II	\$6,480	\$97		\$6,577	\$2,143	\$123	\$17	\$28	\$25	\$536	\$9,449
Helix Water District	Meter Services Field Representative	\$6,319	\$83		\$6,402	\$2,568	\$83	\$19	\$11	\$20	\$988	\$10,090
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Customer Service Field Representative II	\$5,773			\$5,773	\$3,046	\$122	\$6	\$8	\$23	\$2,380	\$11,357
Padre Dam Water District	Field Services Technician (2nd sal grade)	\$5,856			\$5,856	\$2,182	\$147		\$38	\$28	\$600	\$8,851
Rainbow MWD	Utility Worker II	\$6,626	\$217		\$6,842	\$1,822	\$167	\$19	\$30	\$26		\$8,906
Ramona MWD	Meter Services Worker II	\$6,218			\$6,218	\$1,994	\$191	\$24	\$19		\$1,349	\$9,795
Rincon Del Diablo MWD	Water Service Technician II	\$6,268		\$439	\$6,706	\$2,366	\$181	inc	\$66	\$24	\$2,366	\$11,710
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$5,122			\$5,122	\$2,265	inc	inc	\$10		\$157	\$7,554
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Utility Worker II	\$6,843	\$333		\$7,176	\$2,484	\$167		\$26	\$23	\$157	\$10,034
Sweetwater Authority	Customer Service Representative II (Field)	\$6,028	\$108		\$6,136	\$2,732	\$192	\$22	\$20	\$19	\$700	\$9,820
Vallecitos Water District	Meter Service Worker II	\$5,746	\$250		\$5,996	\$2,979	\$128	\$17	\$12	\$34		\$9,166
Valley Center MWD	Meter Services Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79	\$9,382
Vista Irrigation District	Meter Reader	\$5,192	\$100		\$5,292	\$2,679	\$123	\$23	\$25	\$26		\$8,167
Yuima MWD	No Comparable Class											
Olivenhain MWD	Field Services Technician II	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17		\$8,915
	65th Percentile	\$6,221			\$6,228							\$9,466
	% +/-	-6.2%			-2.3%							-6.2%

Benefit Gain/Loss -3.9%

**Olivenhain MWD
Field Services Technician III**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Meter Services Worker III	\$5,775			\$5,775	\$1,901	inc	inc	\$4	\$18	\$157	\$7,855
City of Escondido	No Comparable Class											
City of Oceanside	Senior Meter Service Worker	\$6,026	\$83		\$6,109	\$1,468	\$100	inc	\$10	\$36		\$7,724
City of Poway	Lead Customer Services Field Worker	\$6,084	\$153		\$6,237	\$1,414	\$98	\$11	\$14	\$30		\$7,804
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Senior Meter Maintenance Technician	\$7,316	\$83		\$7,399	\$2,568	\$83	\$19	\$12	\$23	\$988	\$11,091
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Lead Customer Service Field Representative	\$6,683			\$6,683	\$3,046	\$122	\$6	\$8	\$27	\$2,380	\$12,271
Padre Dam Water District	Field Services Technician (5th)	\$6,746			\$6,746	\$2,182	\$147		\$44	\$32	\$600	\$9,752
Rainbow MWD	Utility Worker III	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30		\$9,909
Ramona MWD	Meter Services Worker III	\$7,353			\$7,353	\$1,994	\$191	\$24	\$22		\$1,349	\$10,933
Rincon Del Diablo MWD	Senior Water Service Technician	\$7,256		\$508	\$7,763	\$2,366	\$181	inc	\$66	\$28	\$2,366	\$12,770
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$5,553			\$5,553	\$2,265	inc	inc	\$11		\$157	\$7,986
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Senior Utility Worker	\$8,317	\$333		\$8,650	\$2,484	\$167		\$32	\$28	\$157	\$11,519
Sweetwater Authority	Customer Service Leadworker (Field)	\$6,815	\$108		\$6,923	\$2,732	\$192	\$22	\$22	\$22	\$700	\$10,612
Vallecitos Water District	No Comparable Class											
Valley Center MWD	Senior Meter Services Technician	\$8,381			\$8,381	\$2,191	\$129	\$18	\$24	\$57	\$96	\$10,895
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Field Services Technician III	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$7,304			\$7,390							\$10,926
	% +/-	-9.4%			-7.1%							-12.3%

Benefit Gain/Loss -5.2%

**Olivenhain MWD
Finance Manager**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Finance Director	\$16,151			\$16,151	\$1,901	inc	inc	\$23	\$51	\$157	\$18,283
City of Escondido	Dir of Finance	\$13,714			\$13,714	\$1,619	\$33		\$21			\$15,387
City of Oceanside	Financial Services Director	\$15,550	\$83		\$15,633	\$1,688	inc	inc	\$41	\$94		\$17,456
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Asst GM/CFO	\$19,682	\$669		\$20,351	\$2,143	\$123	\$17	\$85	\$75	\$536	\$23,330
Helix Water District	Finance Manager	\$13,793	\$83		\$13,876	\$2,568	\$83	\$19	\$23	\$43	\$988	\$17,600
Leucadia Wastewater District	Director of Finance & Administration	\$17,325	\$347		\$17,672	\$2,260	\$235	\$23	\$17	\$47	\$157	\$20,410
Otay Water District	Chief Financial Officer	\$16,891	\$417		\$17,307	\$3,046	\$122	\$6	\$67	\$68	\$2,380	\$22,995
Padre Dam Water District	Director of Finance/CFO	\$16,260			\$16,260	\$2,182	\$147		\$107	\$78	\$600	\$19,373
Rainbow MWD	Finance Manager	\$15,997	\$217		\$16,214	\$1,822	\$167	\$19	\$73	\$62		\$18,357
Ramona MWD	Chief Financial Officer	\$17,488			\$17,488	\$1,994	\$191	\$24	\$54		\$1,349	\$21,099
Rincon Del Diablo MWD	Director of Admin & Finance	\$15,084		\$1,056	\$16,140	\$2,366	\$181	inc	\$66	\$57	\$2,366	\$21,177
San Dieguito Water District [City of Encinitas]	Director of Finance/City Treasurer	\$15,845			\$15,845	\$2,265	inc	inc	\$32		\$157	\$18,298
San Elijo JPA	Director of Finance/Administration	\$14,694	\$588		\$15,281	\$1,566	\$163	\$23	\$28	\$86	\$157	\$17,304
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Director of Finance	\$17,231	\$125		\$17,356	\$2,732	\$192	\$22	\$84	\$55	\$700	\$21,140
Vallecitos Water District	Chief Financial Officer	\$16,403	\$375		\$16,778	\$2,979	\$128	\$17	\$33	\$97		\$20,032
Valley Center MWD	Director of Finance	\$16,003			\$16,003	\$2,191	\$129	\$18	\$24	\$109	\$184	\$18,657
Vista Irrigation District	Director of Administration	\$16,009	\$320		\$16,329	\$2,679	\$123	\$23	\$77	\$80		\$19,310
Yuima MWD	Finance & Admin Services Manager	\$9,375			\$9,375	\$2,843	\$115	\$24	\$35			\$12,392
Olivenhain MWD	Finance Manager	\$16,256	\$396		\$16,652	\$2,618	\$163	\$17	\$90	\$47		\$19,586
	65th Percentile	\$16,267			\$16,351							\$20,051
	% +/-	-0.1%			1.8%							-2.4%

Benefit Gain/Loss -4.2%

**Olivenhain MWD
Financial Analyst I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	No Comparable Class												
City of Poway	No Comparable Class												
City of San Diego	Assistant Management Analyst	\$5,835			\$5,835	\$1,917	inc	inc	inc		\$15	\$7,766	
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	Financial Analyst I	\$6,837			\$6,837	\$2,265	inc	inc	\$14		\$157	\$9,273	
San Elijo JPA	Analyst I	\$6,305	\$252		\$6,557	\$1,566	\$163	\$23	\$12	\$37	\$157	\$8,515	
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	Accountant	\$8,477	\$100		\$8,577	\$2,679	\$123	\$23	\$41	\$42		\$11,484	
Yuima MWD	No Comparable Class												
Olivenhain MWD	Financial Analyst I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731	
	65th Percentile	\$6,810			\$6,823							\$9,235	
	% +/-	-2.1%			1.2%							5.1%	

Benefit Gain/Loss 4.0%

**Olivenhain MWD
Financial Analyst II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits							
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp	
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	Financial Analyst	\$7,258	\$67		\$7,324	\$1,688	inc	inc	\$13	\$44			\$9,069
City of Poway	No Comparable Class												
City of San Diego	Associate Management Analyst	\$7,070			\$7,070	\$1,917	inc	inc	inc			\$18	\$9,004
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	Financial Analyst II	\$7,515			\$7,515	\$2,265	inc	inc	\$15			\$157	\$9,952
San Elijo JPA	Analyst II	\$6,931	\$277		\$7,208	\$1,566	\$163	\$23	\$13	\$40		\$157	\$9,171
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	Senior Accountant	\$9,563	\$100		\$9,663	\$2,679	\$123	\$23	\$46	\$48			\$12,581
Yuima MWD	No Comparable Class												
Olivenhain MWD	Financial Analyst II	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26			\$11,970
	65th Percentile	\$7,412			\$7,439								\$9,640
	% +/-	16.8%			18.6%								19.5%

Benefit Gain/Loss 0.9%

**Olivenhain MWD
Human Resources Analyst**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Management Analyst	\$7,723			\$7,723	\$1,901	inc	inc	\$11	\$24	\$157	\$9,816
City of Escondido	Human Resources Analyst II	\$6,282			\$6,282	\$1,594	\$33		\$12			\$7,922
City of Oceanside	Human Resources Analyst II	\$7,601	\$83		\$7,684	\$1,688	inc	inc	\$13	\$46		\$9,432
City of Poway	No Comparable Class											
City of San Diego	Associate Management Analyst	\$7,070			\$7,070	\$1,917	inc	inc	inc		\$18	\$9,004
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Human Resources Analyst	\$8,469	\$83		\$8,552	\$2,568	\$83	\$19	\$14	\$26	\$988	\$12,250
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Human Resources Analyst	\$8,123	\$83		\$8,207	\$3,046	\$122	\$6	\$32	\$32	\$2,380	\$13,824
Padre Dam Water District	Human Resources Specialist	\$8,137			\$8,137	\$2,182	\$147		\$53	\$39	\$600	\$11,158
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	Human Resources & Risk Analyst	\$8,399		\$588	\$8,987	\$2,366	\$181	inc	\$66	\$32	\$2,366	\$13,998
San Dieguito Water District [City of Encinitas]	Human Resources Analyst II	\$7,515			\$7,515	\$2,265	inc	inc	\$15		\$157	\$9,952
San Elijo JPA	Analyst III	\$7,714	\$309		\$8,023	\$1,566	\$163	\$23	\$15	\$45	\$157	\$9,991
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Human Resources Analyst	\$8,289	\$125		\$8,414	\$2,732	\$192	\$22	\$40	\$27	\$700	\$12,126
Vallecitos Water District	Human Resources Analyst	\$8,284	\$250		\$8,534	\$2,979	\$128	\$17	\$17	\$49		\$11,725
Valley Center MWD	Human Resources Analyst	\$9,017			\$9,017	\$2,191	\$129	\$18	\$24	\$61	\$104	\$11,543
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Human Resources Analyst	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile	\$8,255			\$8,373							\$11,688
	% +/-	7.3%			8.3%							2.4%

Benefit Gain/Loss -6.0%

Olivenhain MWD

Human Resources Manager

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Human Resources Director	\$16,151			\$16,151	\$1,901	inc	inc	\$23	\$51	\$157	\$18,283
City of Escondido	No Comparable Class											
City of Oceanside	Human Resources Director	\$14,981	\$83		\$15,064	\$1,688	inc	inc	\$39	\$90		\$16,882
City of Poway	Director of HR & Risk Management	\$16,168	\$230		\$16,398	\$1,414	\$98	\$11	\$36	\$81		\$18,039
City of San Diego	No Comparable Class											
Encina Wastewater Authority	Human Resources Manager	\$13,417	\$537		\$13,954	\$2,039	\$102	\$22	\$32	\$63	\$113	\$16,325
Fallbrook PUD	No Comparable Class											
Helix Water District	Human Resources Manager	\$13,793	\$83		\$13,876	\$2,568	\$83	\$19	\$23	\$43	\$988	\$17,600
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Human Resources Manager	\$13,894	\$250		\$14,144	\$3,046	\$122	\$6	\$55	\$56	\$2,380	\$19,807
Padre Dam Water District	Director of Human Resources	\$13,833			\$13,833	\$2,182	\$147		\$91	\$66	\$600	\$16,918
Rainbow MWD	Human Resources Manager	\$13,276	\$217		\$13,493	\$1,822	\$167	\$19	\$61	\$52		\$15,613
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Director of Human Resources	\$15,845			\$15,845	\$2,265	inc	inc	\$32		\$157	\$18,298
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Human Resources Manager	\$10,615	\$333		\$10,948	\$2,484	\$167		\$41	\$36	\$157	\$13,833
Sweetwater Authority	Human Resources Manager	\$13,523	\$125		\$13,648	\$2,732	\$192	\$22	\$66	\$43	\$700	\$17,401
Vallecitos Water District	Human Resources and Risk Manager	\$14,519	\$375		\$14,894	\$2,979	\$128	\$17	\$30	\$86		\$18,134
Valley Center MWD	No Comparable Class											
Vista Irrigation District	Human Resources Manager	\$14,770	\$295		\$15,065	\$2,679	\$123	\$23	\$71	\$74		\$18,034
Yuima MWD	No Comparable Class											
Olivenhain MWD	Human Resources Manager	\$15,107	\$396		\$15,502	\$2,618	\$163	\$17	\$83	\$44		\$18,428
	65th Percentile	\$14,719			\$15,030							\$18,038
	% +/-	2.6%			3.0%							2.1%

Benefit Gain/Loss -0.9%

**Olivenhain MWD
Information Technologies Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits							
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp	
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Dep Dir of Information Systems	\$11,282			\$11,282	\$1,594	\$33		\$18				\$12,928
City of Oceanside	Information Technology Division Manager	\$11,452	\$83		\$11,535	\$1,688	inc	inc	\$30	\$69			\$13,323
City of Poway	Assistant Director of Finance Operations	\$11,669	\$230		\$11,899	\$1,414	\$98	\$11	\$26	\$58			\$13,507
City of San Diego	Information Systems Administrator	\$9,621			\$9,621	\$1,917	inc	inc	inc		\$24		\$11,562
Encina Wastewater Authority	Information Systems Manager	\$13,417	\$537		\$13,954	\$2,039	\$102	\$22	\$32	\$63	\$113		\$16,325
Fallbrook PUD	No Comparable Class												
Helix Water District	Information & Process Systems Supv	\$12,511	\$83		\$12,595	\$2,568	\$83	\$19	\$21	\$39	\$988		\$16,312
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Information Technology Manager	\$13,232	\$250		\$13,482	\$3,046	\$122	\$6	\$52	\$53	\$2,380		\$19,140
Padre Dam Water District	Information Systems Manager	\$12,768			\$12,768	\$2,182	\$147		\$84	\$61	\$600		\$15,841
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	Information Technology Manager	\$11,819		\$827	\$12,646	\$2,366	\$181	inc	\$66	\$45	\$2,366		\$17,670
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	Information Technology Manager	\$12,880	\$333		\$13,213	\$2,484	\$167		\$49	\$44	\$157		\$16,115
Sweetwater Authority	Information Systems Manager	\$13,422	\$125		\$13,547	\$2,732	\$192	\$22	\$65	\$43	\$700		\$17,299
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	Information Technology Supervisor	\$11,098	\$166		\$11,264	\$2,679	\$123	\$23	\$53	\$55			\$14,197
Yuima MWD	No Comparable Class												
Olivenhain MWD	Information Technologies Supervisor	\$11,366	\$396		\$11,762	\$2,618	\$163	\$17	\$63	\$33			\$14,656
	65th Percentile	\$12,784			\$12,834								\$16,314
	% +/-	-12.5%			-9.1%								-11.3%

Benefit Gain/Loss -2.2%

Olivenhain MWD

Information Technology Coordinator

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	Network Systems Technician II	\$5,510			\$5,510	\$1,594	\$33		\$11			\$7,149
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	Information Systems Technician	\$5,669			\$5,669	\$1,917	inc	inc	inc		\$14	\$7,600
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Network Support Technician	\$7,316	\$83		\$7,399	\$2,568	\$83	\$19	\$12	\$23	\$988	\$11,091
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Information Technology Technician II	\$5,712			\$5,712	\$2,265	inc	inc	\$12		\$157	\$8,145
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	Information Technology System Administrator	\$9,563	\$100		\$9,663	\$2,679	\$123	\$23	\$46	\$48		\$12,581
Yuima MWD	No Comparable Class											
Olivenhain MWD	Information Technology Coordinator	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$6,674			\$6,724							\$9,913
	% +/-	13.1%			15.0%							7.7%

Benefit Gain/Loss -7.3%

**Olivenhain MWD
Inspector I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Facility Location/Survey Technician	\$6,967	\$83		\$7,051	\$2,568	\$83	\$19	\$12	\$22	\$988	\$10,741
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	Construction Inspector (1st sal grade)	\$6,425			\$6,425	\$2,182	\$147		\$42	\$31	\$600	\$9,426
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$6,155			\$6,155	\$2,265	inc	inc	\$13		\$157	\$8,589
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Facilities Locator/Inspector	\$7,185	\$333		\$7,518	\$2,484	\$167		\$28	\$24	\$157	\$10,378
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Facility Locator	\$6,651	\$250		\$6,901	\$2,979	\$128	\$17	\$14	\$39		\$10,079
Valley Center MWD	No Comparable Class											
Vista Irrigation District	Facilities Locator	\$6,690	\$100		\$6,790	\$2,679	\$123	\$23	\$32	\$33		\$9,680
Yuima MWD	No Comparable Class											
Olivenhain MWD	Inspector I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$6,759			\$6,939							\$10,153
	% +/-	-1.3%			-0.5%							-4.3%

Benefit Gain/Loss -3.8%

**Olivenhain MWD
Inspector II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Construction Inspector II	\$7,046			\$7,046	\$1,901	inc	inc	\$5	\$22	\$157	\$9,131
City of Escondido	Field Engineering Inspector II	\$6,882			\$6,882	\$1,416	\$33		\$10			\$8,341
City of Oceanside	Public Works Inspector	\$6,431	\$83		\$6,514	\$1,468	\$100	inc	\$11	\$39		\$8,132
City of Poway	Engineering Inspector	\$6,084	\$153		\$6,237	\$1,414	\$98	\$11	\$14	\$30		\$7,804
City of San Diego	Principal Engineering Aide	\$7,185			\$7,185	\$1,917	inc	inc	inc		\$18	\$9,120
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Engineering Technician II	\$7,513	\$113		\$7,626	\$2,143	\$123	\$17	\$32	\$29	\$536	\$10,506
Helix Water District	Inspector II	\$8,469	\$83		\$8,552	\$2,568	\$83	\$19	\$14	\$26	\$988	\$12,250
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Construction Inspector II	\$7,737			\$7,737	\$3,046	\$122	\$6	\$8	\$31	\$2,380	\$13,329
Padre Dam Water District	Construction Inspector (2nd sal grade)	\$6,935			\$6,935	\$2,182	\$147		\$45	\$33	\$600	\$9,943
Rainbow MWD	Senior Engineering Inspector	\$10,080	\$217		\$10,297	\$1,822	\$167	\$19	\$46	\$39		\$12,390
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$6,155			\$6,155	\$2,265	inc	inc	\$13		\$157	\$8,589
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Senior Engineering Technician	\$8,301	\$108		\$8,409	\$2,732	\$192	\$22	\$27	\$27	\$700	\$12,107
Vallecitos Water District	Construction Inspector II	\$7,700	\$250		\$7,950	\$2,979	\$128	\$17	\$16	\$45		\$11,135
Valley Center MWD	Construction Inspector	\$7,982			\$7,982	\$2,191	\$129	\$18	\$24	\$54	\$92	\$10,489
Vista Irrigation District	Engineering Inspector	\$9,071	\$100		\$9,171	\$2,679	\$123	\$23	\$44	\$45		\$12,084
Yuima MWD	No Comparable Class											
Olivenhain MWD	Inspector II	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$7,761			\$7,953							\$11,230
	% +/-	-1.1%			-0.6%							-4.6%

0.5%

Benefit Gain/Loss

-4.0%

**Olivenhain MWD
Inspector III**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Senior Construction Inspector	\$8,178			\$8,178	\$1,901	inc	inc	\$6	\$26	\$157	\$10,268
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Engineering Technician III	\$8,714	\$131		\$8,844	\$2,143	\$123	\$17	\$38	\$33	\$536	\$11,735
Helix Water District	Inspector III	\$9,337	\$83		\$9,420	\$2,568	\$83	\$19	\$16	\$29	\$988	\$13,122
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Lead Construction Inspector	\$8,530			\$8,530	\$3,046	\$122	\$6	\$8	\$34	\$2,380	\$14,125
Padre Dam Water District	Construction Inspector (4th)	\$8,137			\$8,137	\$2,182	\$147		\$53	\$39	\$600	\$11,158
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Engineering Specialist III	\$7,377			\$7,377	\$2,265	inc	inc	\$15		\$157	\$9,813
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	Senior Construction Inspector	\$8,800			\$8,800	\$2,191	\$129	\$18	\$24	\$60	\$101	\$11,322
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Inspector III	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile	\$8,695			\$8,773							\$11,693
	% +/-	2.4%			4.0%							2.3%

Benefit Gain/Loss -1.7%

Olivenhain MWD

Instrument & Controls Technician I

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits							
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp	
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Control Systems Technician I	\$7,126			\$7,126	\$1,416	\$33		\$10				\$8,585
City of Oceanside	Instrumentation Technician I	\$6,571	\$83		\$6,654	\$1,468	\$100	inc	\$11	\$40			\$8,273
City of Poway	No Comparable Class												
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	SCADA/Instrumentation/Electrical Tech II	\$9,337	\$83		\$9,420	\$2,568	\$83	\$19	\$16	\$29	\$988		\$13,122
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	Electrician/Instrumentation & Control Tech (1st sal grade)	\$6,425			\$6,425	\$2,182	\$147		\$42	\$31	\$600		\$9,426
Rainbow MWD	Electrical/Electronic Technician I	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30			\$9,909
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	Systems Integration Technician I	\$5,996	\$240		\$6,236	\$1,566	\$163	\$23	\$12	\$35	\$157		\$8,191
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	Instrument & Control Technician I	\$7,160	\$108		\$7,268	\$2,732	\$192	\$22	\$23	\$23	\$700		\$10,959
Vallecitos Water District	No Comparable Class												
Valley Center MWD	Pump Facilities Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79		\$9,382
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Instrument & Controls Technician I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19			\$9,731
	65th Percentile	\$7,145			\$7,204								\$9,692
	% +/-	-7.1%			-4.4%								0.4%

Benefit Gain/Loss 4.8%

Olivenhain MWD

Instrument & Controls Technician II

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	SCADA & Implementation Technician	\$9,309			\$9,309	\$1,901	inc	inc	\$7	\$29	\$157	\$11,403
City of Escondido	Control Systems Technician II	\$7,866			\$7,866	\$1,416	\$33		\$10			\$9,325
City of Oceanside	Instrumentation Technician II	\$6,907	\$83		\$6,990	\$1,468	\$100	inc	\$12	\$42		\$8,611
City of Poway	Electrical, Instrumentation, and Controls Technician	\$6,883	\$153		\$7,036	\$1,414	\$98	\$11	\$15	\$34		\$8,609
City of San Diego	Instrumentation & Control Technician	\$7,290			\$7,290	\$1,897	inc	inc	inc		\$18	\$9,204
Encina Wastewater Authority	Electrical and Instrumentation Technician	\$8,694	\$348		\$9,042	\$2,039	\$102	\$22	\$21	\$41	\$113	\$11,380
Fallbrook PUD	Instrumentation, Electrical & Controls Technician II	\$8,931	\$134		\$9,065	\$2,143	\$123	\$17	\$39	\$34	\$536	\$11,957
Helix Water District	SCADA/Instrumentation/Electrical Tech III	\$9,803	\$83		\$9,886	\$2,568	\$83	\$19	\$16	\$30	\$988	\$13,591
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Senior SCADA/Instrumentation Technician	\$9,404			\$9,404	\$3,046	\$122	\$6	\$8	\$38	\$2,380	\$15,003
Padre Dam Water District	Electrician/Instrumentation & Control Tech (2nd sal grade)	\$7,225			\$7,225	\$2,182	\$147		\$47	\$35	\$600	\$10,235
Rainbow MWD	Electrical/Electronic Technician II	\$8,766	\$217		\$8,983	\$1,822	\$167	\$19	\$40	\$34		\$11,065
Ramona MWD	Electrical/Instrumentation Technician	\$8,501			\$8,501	\$1,994	\$191	\$24	\$26		\$1,349	\$12,085
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	Systems Integration Technician II	\$7,126	\$285		\$7,411	\$1,566	\$163	\$23	\$14	\$41	\$157	\$9,375
Santa Fe Irrigation District	Electrical/Instrumentation Technician	\$8,317	\$333		\$8,650	\$2,484	\$167		\$32	\$28	\$157	\$11,519
Sweetwater Authority	Instrument & Control Technician II	\$7,902	\$108		\$8,010	\$2,732	\$192	\$22	\$26	\$25	\$700	\$11,706
Vallecitos Water District	Electrical/Instrumentation Technician	\$8,085	\$250		\$8,335	\$2,979	\$128	\$17	\$16	\$48		\$11,523
Valley Center MWD	Senior Pump Facilities Technician	\$8,381			\$8,381	\$2,191	\$129	\$18	\$24	\$57	\$96	\$10,895
Vista Irrigation District	System Controls Technician I	\$8,477	\$100		\$8,577	\$2,679	\$123	\$23	\$41	\$42		\$11,484
Yuima MWD	No Comparable Class											
Olivenhain MWD	Instrument & Controls Technician II	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile	\$8,511			\$8,667							\$11,519
	% +/-	4.4%			5.1%							3.8%

Benefit Gain/Loss -1.4%

**Olivenhain MWD
Operations Coordinator**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Business Systems Technician	\$7,017			\$7,017	\$3,046	\$122	\$6	\$8	\$28	\$2,380	\$12,606
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	CMMS Planner	\$7,890	\$250		\$8,140	\$2,979	\$128	\$17	\$16	\$47		\$11,327
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Operations Coordinator	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile % +/-	I.D.			I.D.							I.D.

**Olivenhain MWD
Operations Manager**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	Deputy City Mgr/Dir of Utilities	\$15,875			\$15,875	\$1,619	\$33		\$24			\$17,551
City of Oceanside	Water Utilities Director	\$17,243	\$83		\$17,326	\$1,688	inc	inc	\$45	\$104		\$19,163
City of Poway	Public Works Operations Manager	\$10,307	\$230		\$10,538	\$1,414	\$98	\$11	\$23	\$52		\$12,135
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Operations Manager	\$16,558	\$563		\$17,120	\$2,143	\$123	\$17	\$72	\$63	\$536	\$20,075
Helix Water District	Director of Water Quality/Systems Ops	\$17,605	\$83		\$17,688	\$2,568	\$83	\$19	\$30	\$55	\$988	\$21,430
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Chief, Water Operations	\$16,891	\$417		\$17,307	\$3,046	\$122	\$6	\$67	\$68	\$2,380	\$22,995
Padre Dam Water District	Director of Operations & Water Quality	\$16,260			\$16,260	\$2,182	\$147		\$107	\$78	\$600	\$19,373
Rainbow MWD	Operations Manager	\$15,997	\$217		\$16,214	\$1,822	\$167	\$19	\$73	\$62		\$18,357
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	Operations Manager	\$14,366		\$1,006	\$15,372	\$2,366	\$181	inc	\$66	\$55	\$2,366	\$20,406
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Director, Water Dist/Water Treatment	\$13,846	\$333		\$14,179	\$2,484	\$167		\$53	\$47	\$157	\$17,088
Sweetwater Authority	Director of Water Quality	\$17,261	\$125		\$17,386	\$2,732	\$192	\$22	\$84	\$55	\$700	\$21,169
Vallecitos Water District	Operations & Maintenance Manager	\$15,622	\$375		\$15,997	\$2,979	\$128	\$17	\$32	\$92		\$19,245
Valley Center MWD	Director of Operations/Facilities	\$15,803			\$15,803	\$2,191	\$129	\$18	\$24	\$107	\$182	\$18,453
Vista Irrigation District	Director of Operations and Field Services	\$16,009	\$320		\$16,329	\$2,679	\$123	\$23	\$77	\$80		\$19,310
Yuima MWD	No Comparable Class											
Olivenhain MWD	Operations Manager	\$16,256	\$396		\$16,652	\$2,618	\$163	\$17	\$90	\$47		\$19,586
	65th Percentile	\$16,394			\$16,685							\$19,689
	% +/-	-0.8%			-0.2%							-0.5%

Benefit Gain/Loss -0.3%

**Olivenhain MWD
Operations Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Public Works Supervisor	\$7,723			\$7,723	\$1,901	inc	inc	\$11	\$24	\$157	\$9,816
City of Escondido	Senior Water Distribution Supervisor	\$8,809			\$8,809	\$1,486	\$33		\$10			\$10,338
City of Oceanside	Utility Supervisor	\$8,523	\$67		\$8,589	\$1,688	inc	inc	\$15	\$51		\$10,344
City of Poway	Water Utilities Distribution Supervisor	\$9,257	\$190		\$9,447	\$1,414	\$98	\$11	\$21	\$46		\$11,038
City of San Diego	Water Distribution Operations Supv	\$8,163			\$8,163	\$1,917	inc	inc	inc		\$20	\$10,100
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	System Operations Supervisor	\$10,615	\$361		\$10,976	\$2,143	\$123	\$17	\$46	\$40	\$536	\$13,882
Helix Water District	System Operations Supervisor	\$10,808	\$83		\$10,892	\$2,568	\$83	\$19	\$18	\$34	\$988	\$14,601
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Utility Maintenance Supervisor	\$10,368	\$83		\$10,451	\$3,046	\$122	\$6	\$41	\$41	\$2,380	\$16,086
Padre Dam Water District	Distribution Supervisor	\$8,672			\$8,672	\$2,182	\$147		\$57	\$42	\$600	\$11,699
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility and Maintenance Supervisor	\$7,171			\$7,171	\$2,265	inc	inc	\$15		\$157	\$9,607
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Distribution Construction Supervisor	\$10,109	\$333		\$10,443	\$2,484	\$167		\$39	\$34	\$157	\$13,324
Sweetwater Authority	Distribution Manager	\$13,532	\$125		\$13,657	\$2,732	\$192	\$22	\$66	\$43	\$700	\$17,411
Vallecitos Water District	Water Systems Supervisor	\$10,070	\$250		\$10,320	\$2,979	\$128	\$17	\$21	\$59		\$13,524
Valley Center MWD	Water Systems Supervisor	\$9,941			\$9,941	\$2,191	\$129	\$18	\$24	\$68	\$114	\$12,484
Vista Irrigation District	Construction Supervisor	\$11,098	\$166		\$11,264	\$2,679	\$123	\$23	\$53	\$55		\$14,197
Yuima MWD	No Comparable Class											
Olivenhain MWD	Operations Supervisor	\$9,828	\$396		\$10,224	\$2,618	\$163	\$17	\$54	\$29		\$13,104
	65th Percentile	\$10,135			\$10,443							\$13,560
	% +/-	-3.1%			-2.1%							-3.5%

Benefit Gain/Loss -1.3%

**Olivenhain MWD
Park Ranger I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Park Ranger I	\$4,264			\$4,264	\$1,416	\$33		\$10				\$5,723
City of Oceanside	No Comparable Class												
City of Poway	Park Ranger	\$3,713	\$153		\$3,866	\$1,414	\$98	\$11	\$8	\$19			\$5,416
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Park Ranger I	\$5,184	\$229		\$5,413	\$2,618	\$163	\$17	\$12	\$15			\$8,237
	65th Percentile % +/-	I.D.			I.D.								I.D.

**Olivenhain MWD
Park Ranger II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Park Ranger II	\$4,720			\$4,720	\$1,416	\$33		\$10				\$6,179
City of Oceanside	No Comparable Class												
City of Poway	Senior Park Ranger	\$3,901	\$153		\$4,054	\$1,414	\$98	\$11	\$9	\$20			\$5,605
City of San Diego	Park Ranger	\$5,938			\$5,938	\$1,917	inc	inc	inc		\$15		\$7,870
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Park Ranger II	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17			\$8,915
	65th Percentile	\$5,085			\$5,085								\$6,686
	% +/-	13.2%			16.5%								25.0%

Benefit Gain/Loss 8.5%

**Olivenhain MWD
Park Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Lakes & Open Space Supervisor	\$6,550			\$6,550	\$1,486	\$33		\$10				\$8,079
City of Oceanside	No Comparable Class												
City of Poway	Recreation Area Manager	\$7,598	\$150		\$7,748	\$1,414	\$98	\$11	\$17	\$38			\$9,326
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Park Supervisor	\$9,138	\$396		\$9,533	\$2,618	\$163	\$17	\$50	\$26			\$12,408
	65th Percentile % +/-	I.D.			I.D.								I.D.

**Olivenhain MWD
Pump/Motor Technician I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Plant Systems Technician I	\$5,995			\$5,995	\$1,416	\$33		\$10				\$7,454
City of Oceanside	Mechanical Technologist I	\$5,855	\$83		\$5,938	\$1,468	\$100	inc	\$10	\$35			\$7,552
City of Poway	No Comparable Class												
City of San Diego	Plant Technician II	\$5,336			\$5,336	\$1,897	inc	inc	inc		\$13		\$7,246
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	Mechanical Systems Technician I	\$6,967	\$83		\$7,051	\$2,568	\$83	\$19	\$12	\$22	\$988		\$10,741
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Pump Mechanic I	\$6,062			\$6,062	\$3,046	\$122	\$6	\$8	\$24	\$2,380		\$11,647
Padre Dam Water District	Equipment Mechanic (1st sal grade)	\$6,935			\$6,935	\$2,182	\$147		\$45	\$33	\$600		\$9,943
Rainbow MWD	Electrical/Electronic Technician I	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30			\$9,909
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	Mechanic I	\$5,894	\$236		\$6,130	\$1,566	\$163	\$23	\$11	\$34	\$157		\$8,084
Santa Fe Irrigation District	Mechanic I	\$6,517	\$333		\$6,850	\$2,484	\$167		\$25	\$22	\$157		\$9,705
Sweetwater Authority	Plant Maintenance Technician I	\$6,489	\$108		\$6,597	\$2,732	\$192	\$22	\$21	\$21	\$700		\$10,283
Vallecitos Water District	Pump and Motor Technician I	\$6,491	\$250		\$6,741	\$2,979	\$128	\$17	\$13	\$38			\$9,917
Valley Center MWD	Pump Facilities Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79		\$9,382
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Pump/Motor Technician I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19			\$9,731
	65th Percentile	\$6,573			\$6,857								\$9,921
	% +/-	1.5%			0.7%								-1.9%

Benefit Gain/Loss -2.6%

**Olivenhain MWD
Pump/Motor Technician II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Plant Systems Technician II	\$6,618			\$6,618	\$1,416	\$33		\$10				\$8,077
City of Oceanside	Mechanical Technologist II	\$6,146	\$83		\$6,229	\$1,468	\$100	inc	\$11	\$37			\$7,844
City of Poway	Utility Systems Mechanic	\$6,883	\$153		\$7,036	\$1,414	\$98	\$11	\$15	\$34			\$8,609
City of San Diego	Plant Technician III	\$5,862			\$5,862	\$1,897	inc	inc	inc		\$15		\$7,773
Encina Wastewater Authority	Mechanical Technician II	\$7,886	\$315		\$8,201	\$2,039	\$102	\$22	\$19	\$37	\$113		\$10,533
Fallbrook PUD	No Comparable Class												
Helix Water District	Mechanical Systems Technician II	\$8,064	\$83		\$8,148	\$2,568	\$83	\$19	\$14	\$25	\$988		\$11,844
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Pump Mechanic II	\$7,017			\$7,017	\$3,046	\$122	\$6	\$8	\$28	\$2,380		\$12,606
Padre Dam Water District	Equipment Mechanic (2nd sal grade)	\$8,137			\$8,137	\$2,182	\$147		\$53	\$39	\$600		\$11,158
Rainbow MWD	Electrical/Electronic Technician II	\$8,766	\$217		\$8,983	\$1,822	\$167	\$19	\$40	\$34			\$11,065
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	Mechanic II	\$6,814	\$273		\$7,087	\$1,566	\$163	\$23	\$13	\$40	\$157		\$9,048
Santa Fe Irrigation District	Mechanic II	\$7,544	\$333		\$7,877	\$2,484	\$167		\$29	\$26	\$157		\$10,740
Sweetwater Authority	Plant Maintenance Technician II	\$7,160	\$108		\$7,268	\$2,732	\$192	\$22	\$23	\$23	\$700		\$10,959
Vallecitos Water District	Pump and Motor Technician II	\$7,514	\$250		\$7,764	\$2,979	\$128	\$17	\$15	\$44			\$10,948
Valley Center MWD	Senior Pump Facilities Technician	\$8,381			\$8,381	\$2,191	\$129	\$18	\$24	\$57	\$96		\$10,895
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Pump/Motor Technician II	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26			\$11,970
	65th Percentile	\$7,697			\$7,994								\$10,953
	% +/-	13.6%			12.5%								8.5%

Benefit Gain/Loss -4.0%

**Olivenhain MWD
Purchasing/Warehouse Clerk**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Warehouse Technician	\$5,383			\$5,383	\$1,901	inc	inc	\$4	\$17	\$157	\$7,462
City of Escondido	Purchasing/Inventory Control Coordinator	\$3,902			\$3,902	\$1,416	\$33		\$10			\$5,361
City of Oceanside	Purchasing Technician	\$4,369	\$83		\$4,452	\$1,468	\$100	inc	\$8	\$26		\$6,054
City of Poway	Warehouse Associate	\$4,753	\$153		\$4,906	\$1,414	\$98	\$11	\$11	\$24		\$6,463
City of San Diego	Storekeeper II	\$4,489			\$4,489	\$1,917	inc	inc	inc		\$11	\$6,417
Encina Wastewater Authority	Inventory Control Technician	\$6,812	\$272		\$7,084	\$2,039	\$102	\$22	\$16	\$32	\$113	\$9,409
Fallbrook PUD	Warehouse/Purchasing Specialist	\$6,641	\$100		\$6,740	\$2,143	\$123	\$17	\$29	\$25	\$536	\$9,614
Helix Water District	Warehouse Coordinator II	\$6,967	\$83		\$7,051	\$2,568	\$83	\$19	\$12	\$22	\$988	\$10,741
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Warehouse Technician	\$6,365			\$6,365	\$3,046	\$122	\$6	\$8	\$25	\$2,380	\$11,951
Padre Dam Water District	Warehouse Specialist	\$6,425			\$6,425	\$2,182	\$147		\$42	\$31	\$600	\$9,426
Rainbow MWD	Purchasing & Inventory Control Specialist II	\$6,626	\$217		\$6,842	\$1,822	\$167	\$19	\$30	\$26		\$8,906
Ramona MWD	Purchasing/Warehouse Assistant II	\$6,522			\$6,522	\$1,994	\$191	\$24	\$20		\$1,349	\$10,100
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Program Coordinator	\$5,553			\$5,553	\$2,265	inc	inc	\$11		\$157	\$7,986
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Warehouse Worker II	\$6,332	\$108		\$6,440	\$2,732	\$192	\$22	\$21	\$20	\$700	\$10,125
Vallecitos Water District	Warehouse Assistant II	\$5,888	\$250		\$6,138	\$2,979	\$128	\$17	\$12	\$35		\$9,309
Valley Center MWD	No Comparable Class											
Vista Irrigation District	Inventory Control Clerk	\$6,011	\$100		\$6,111	\$2,679	\$123	\$23	\$29	\$30		\$8,994
Yuima MWD	No Comparable Class											
Olivenhain MWD	Purchasing/Warehouse Clerk	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17		\$8,915
	65th Percentile	\$6,410			\$6,436							\$9,422
	% +/-	-9.4%			-5.7%							-5.7%

Benefit Gain/Loss 0.0%

Olivenhain MWD

Records & Contracts Coordinator

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Records Supervisor	\$7,114			\$7,114	\$1,901	inc	inc	\$5	\$22	\$157	\$9,199
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Program Coordinator	\$5,553			\$5,553	\$2,265	inc	inc	\$11		\$157	\$7,986
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Records & Contracts Coordinator	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile % +/-	I.D.			I.D.							I.D.

Olivenhain MWD

Safety/Risk Compliance Administrator

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	No Comparable Class												
City of Poway	No Comparable Class												
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	Safety and Risk Officer	\$11,432	\$171		\$11,603	\$2,143	\$123	\$17	\$49	\$43	\$536	\$14,516	
Helix Water District	Safety/Risk Administrator	\$11,349	\$83		\$11,432	\$2,568	\$83	\$19	\$19	\$35	\$988	\$15,144	
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Safety and Security Specialist	\$10,368	\$83		\$10,451	\$3,046	\$122	\$6	\$41	\$41	\$2,380	\$16,086	
Padre Dam Water District	Safety & Risk Manager	\$9,547			\$9,547	\$2,182	\$147		\$63	\$46	\$600	\$12,584	
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	Safety & Regulatory Compliance Officer	\$9,017			\$9,017	\$2,191	\$129	\$18	\$24	\$61	\$104	\$11,543	
Vista Irrigation District	Safety & Risk Administrator	\$11,098	\$222		\$11,319	\$2,679	\$123	\$23	\$53	\$55		\$14,252	
Yuima MWD	No Comparable Class												
Olivenhain MWD	Safety/Risk Compliance Administrator	\$10,570	\$229		\$10,799	\$2,618	\$163	\$17	\$12	\$31		\$13,639	
	65th Percentile	\$11,160			\$11,348							\$14,673	
	% +/-	-5.6%			-5.1%							-7.6%	

Benefit Gain/Loss -2.5%

**Olivenhain MWD
Senior Systems Administrator**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	IS Analyst IV	\$8,405	\$83		\$8,488	\$1,688	inc	inc	\$15	\$51			\$10,242
City of Poway	No Comparable Class												
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	Systems Analyst	\$9,364	\$125		\$9,489	\$2,732	\$192	\$22	\$46	\$30	\$700		\$13,209
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Senior Systems Administrator	\$9,828	\$229		\$10,057	\$2,618	\$163	\$17	\$12	\$29			\$12,895
	65th Percentile % +/-	I.D.			I.D.								I.D.

**Olivenhain MWD
Systems Administrator**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits							
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp	
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Systems Analyst II	\$8,833			\$8,833	\$1,594	\$33		\$15				\$10,476
City of Oceanside	Information Systems Analyst III	\$7,641	\$83		\$7,724	\$1,688	inc	inc	\$13	\$46			\$9,472
City of Poway	No Comparable Class												
City of San Diego	Information Systems Analyst IV	\$8,911			\$8,911	\$1,917	inc	inc	inc			\$22	\$10,850
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	Information Systems Technician	\$8,501	\$128		\$8,628	\$2,143	\$123	\$17	\$37	\$32	\$536		\$11,517
Helix Water District	Network Support Specialist	\$8,469	\$83		\$8,552	\$2,568	\$83	\$19	\$14	\$26	\$988		\$12,250
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Network Engineer	\$10,886			\$10,886	\$3,046	\$122	\$6	\$8	\$44	\$2,380		\$16,491
Padre Dam Water District	Information Systems Technical Spec	\$7,795			\$7,795	\$2,182	\$147		\$51	\$37	\$600		\$10,812
Rainbow MWD	Information Technology and Applications Analyst	\$10,562	\$217		\$10,778	\$1,822	\$167	\$19	\$48	\$41			\$12,875
Ramona MWD	IT Administrator	\$10,380			\$10,380	\$1,994	\$191	\$24	\$32		\$1,349		\$13,970
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	IT Analyst III	\$7,775			\$7,775	\$2,265	inc	inc	\$16		\$157		\$10,212
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	Systems Administrator	\$9,359	\$250		\$9,609	\$2,979	\$128	\$17	\$19	\$55			\$12,808
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Systems Administrator	\$9,138	\$229		\$9,367	\$2,618	\$163	\$17	\$12	\$26			\$12,203
	65th Percentile	\$9,135			\$9,260								\$12,529
	% +/-	0.0%			1.1%								-2.7%

Benefit Gain/Loss -3.8%

**Olivenhain MWD
Systems Operator I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Water Systems Operator II	\$8,512			\$8,512	\$1,901	inc	inc	\$6	\$27	\$157	\$10,602
City of Escondido	Water Distribution Technician II	\$5,849			\$5,849	\$1,416	\$33		\$10			\$7,308
City of Oceanside	Distribution Operator II	\$5,729	\$83		\$5,812	\$1,468	\$100	inc	\$10	\$35		\$7,425
City of Poway	No Comparable Class											
City of San Diego	Water Distribution Operator	\$7,354			\$7,354	\$1,897	inc	inc	inc		\$18	\$9,269
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Systems Operator II	\$7,702	\$116		\$7,817	\$2,143	\$123	\$17	\$33	\$29	\$536	\$10,699
Helix Water District	System Operator II	\$7,680	\$83		\$7,764	\$2,568	\$83	\$19	\$13	\$24	\$988	\$11,458
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Water Systems Operator II	\$7,017			\$7,017	\$3,046	\$122	\$6	\$8	\$28	\$2,380	\$12,606
Padre Dam Water District	Systems Operator/Technician (3rd sal grade)	\$7,086			\$7,086	\$2,182	\$147		\$46	\$34	\$600	\$10,095
Rainbow MWD	System Operator II	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30		\$9,909
Ramona MWD	Systems Operator II	\$7,543			\$7,543	\$1,994	\$191	\$24	\$23		\$1,349	\$11,125
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist I	\$6,524			\$6,524	\$2,265	inc	inc	\$13		\$157	\$8,958
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Systems Operator II	\$7,338	\$108		\$7,446	\$2,732	\$192	\$22	\$24	\$23	\$700	\$11,138
Vallecitos Water District	Water Systems Operator II	\$7,156	\$250		\$7,406	\$2,979	\$128	\$17	\$15	\$42		\$10,588
Valley Center MWD	Water Systems Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79	\$9,382
Vista Irrigation District	System Operator I	\$7,564	\$100		\$7,664	\$2,679	\$123	\$23	\$36	\$38		\$10,562
Yuima MWD	Water Systems Technician I	\$5,460			\$5,460	\$2,843	\$115	\$24	\$20			\$8,462
Olivenhain MWD	Systems Operator I	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$7,496			\$7,519							\$10,599
	% +/-	-12.3%			-8.9%							-8.9%

Benefit Gain/Loss 0.0%

**Olivenhain MWD
Systems Operator II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Water Systems Operator III	\$9,784			\$9,784	\$1,901	inc	inc	\$7	\$31	\$157	\$11,880
City of Escondido	Senior Water Distribution Technician	\$7,487			\$7,487	\$1,416	\$33		\$10			\$8,946
City of Oceanside	Distribution Operator III	\$6,649	\$83		\$6,732	\$1,468	\$100	inc	\$12	\$40		\$8,352
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	System Operator III	\$8,469	\$83		\$8,552	\$2,568	\$83	\$19	\$14	\$26	\$988	\$12,250
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Water Systems Operator III	\$7,368			\$7,368	\$3,046	\$122	\$6	\$8	\$29	\$2,380	\$12,959
Padre Dam Water District	Systems Operator/Technician (4th sal grade)	\$8,001			\$8,001	\$2,182	\$147		\$52	\$38	\$600	\$11,021
Rainbow MWD	System Operator III	\$8,766	\$217		\$8,983	\$1,822	\$167	\$19	\$40	\$34		\$11,065
Ramona MWD	Systems Operator III	\$8,122			\$8,122	\$1,994	\$191	\$24	\$25		\$1,349	\$11,704
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Specialist II	\$7,171			\$7,171	\$2,265	inc	inc	\$15		\$157	\$9,607
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Systems Operator III	\$8,099	\$108		\$8,207	\$2,732	\$192	\$22	\$26	\$26	\$700	\$11,904
Vallecitos Water District	Senior Water Systems Operator	\$8,489	\$250		\$8,739	\$2,979	\$128	\$17	\$17	\$50		\$11,931
Valley Center MWD	Water Systems Technician III	\$7,602			\$7,602	\$2,191	\$129	\$18	\$24	\$52	\$87	\$10,101
Vista Irrigation District	System Operator II	\$8,013	\$100		\$8,113	\$2,679	\$123	\$23	\$38	\$40		\$11,015
Yuima MWD	Water Systems Technician II	\$6,479			\$6,479	\$2,843	\$115	\$24	\$24			\$9,485
Olivenhain MWD	Systems Operator II	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$8,109			\$8,160							\$11,783
	% +/-	-5.6%			-3.2%							-9.7%

Benefit Gain/Loss -6.5%

**Olivenhain MWD
Systems Operator III**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	No Comparable Class												
City of Oceanside	Senior Distribution Operator	\$6,933	\$83		\$7,016	\$1,468	\$100	inc	\$12	\$42			\$8,638
City of Poway	No Comparable Class												
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	Lead Operator	\$10,080	\$217		\$10,297	\$1,822	\$167	\$19	\$46	\$39			\$12,390
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	No Comparable Class												
Valley Center MWD	Senior Water Systems Technician	\$8,381			\$8,381	\$2,191	\$129	\$18	\$24	\$57	\$96		\$10,895
Vista Irrigation District	Senior System Operator	\$8,477	\$100		\$8,577	\$2,679	\$123	\$23	\$41	\$42			\$11,484
Yuima MWD	Lead Systems Technician	\$7,420			\$7,420	\$2,843	\$115	\$24	\$28				\$10,429
Olivenhain MWD	Systems Operator III	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26			\$11,970
	65th Percentile	\$8,438			\$8,498								\$11,248
	% +/-	5.3%			7.0%								6.0%

Benefit Gain/Loss -0.9%

**Olivenhain MWD
Utility I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Utility Worker I	\$6,010			\$6,010	\$1,901	inc	inc	\$4	\$19	\$157	\$8,092
City of Escondido	Water Distribution Technician I	\$5,299			\$5,299	\$1,416	\$33		\$10			\$6,758
City of Oceanside	Utility Worker I	\$5,014	\$83		\$5,097	\$1,468	\$100	inc	\$9	\$30		\$6,704
City of Poway	Water Utilities Worker I	\$5,118	\$153		\$5,271	\$1,414	\$98	\$11	\$12	\$26		\$6,832
City of San Diego	Water Systems Technician II	\$4,870			\$4,870	\$1,897	inc	inc	inc		\$12	\$6,779
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Utility Worker I	\$5,870	\$88		\$5,958	\$2,143	\$123	\$17	\$25	\$22	\$536	\$8,825
Helix Water District	Utility Crew Member I	\$5,731	\$83		\$5,815	\$2,568	\$83	\$19	\$10	\$18	\$988	\$9,499
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Utility Worker I	\$5,773			\$5,773	\$3,046	\$122	\$6	\$8	\$23	\$2,380	\$11,357
Padre Dam Water District	Utility Worker (1st)	\$5,362			\$5,362	\$2,182	\$147		\$35	\$26	\$600	\$8,351
Rainbow MWD	Utility Worker II	\$6,626	\$217		\$6,842	\$1,822	\$167	\$19	\$30	\$26		\$8,906
Ramona MWD	Utility Worker I	\$5,644			\$5,644	\$1,994	\$191	\$24	\$17		\$1,349	\$9,219
Rincon Del Diablo MWD	Water Service Technician I	\$5,685		\$398	\$6,083	\$2,366	\$181	inc	\$66	\$22	\$2,366	\$11,084
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician II	\$5,122			\$5,122	\$2,265	inc	inc	\$10		\$157	\$7,554
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Utility Worker I	\$5,911	\$333		\$6,244	\$2,484	\$167		\$23	\$20	\$157	\$9,095
Sweetwater Authority	Utility Worker I	\$5,598	\$108		\$5,706	\$2,732	\$192	\$22	\$18	\$18	\$700	\$9,387
Vallecitos Water District	Construction Worker I	\$5,340	\$250		\$5,590	\$2,979	\$128	\$17	\$11	\$32		\$8,757
Valley Center MWD	Construction/Maintenance Technician I	\$6,103			\$6,103	\$2,191	\$129	\$18	\$24	\$42	\$70	\$8,576
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Utility I	\$5,184	\$229		\$5,413	\$2,618	\$163	\$17	\$12	\$15		\$8,237
	65th Percentile	\$5,748			\$5,872							\$8,981
	% +/-	-10.9%			-8.5%							-9.0%

Benefit Gain/Loss -0.6%

**Olivenhain MWD
Utility II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Utility Worker II	\$6,769			\$6,769	\$1,901	inc	inc	\$5	\$21	\$157	\$8,853
City of Escondido	Water Distribution Technician II	\$5,849			\$5,849	\$1,416	\$33		\$10			\$7,308
City of Oceanside	Utility Worker II	\$5,507	\$83		\$5,590	\$1,468	\$100	inc	\$10	\$33		\$7,201
City of Poway	Water Utilities Worker II	\$5,512	\$153		\$5,665	\$1,414	\$98	\$11	\$12	\$28		\$7,228
City of San Diego	Water Systems Technician III	\$5,336			\$5,336	\$1,897	inc	inc	inc		\$13	\$7,246
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Utility Worker II	\$6,480	\$97		\$6,577	\$2,143	\$123	\$17	\$28	\$25	\$536	\$9,449
Helix Water District	Utility Crew Member II	\$6,319	\$83		\$6,402	\$2,568	\$83	\$19	\$11	\$20	\$988	\$10,090
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Utility Worker II	\$6,365			\$6,365	\$3,046	\$122	\$6	\$8	\$25	\$2,380	\$11,951
Padre Dam Water District	Utility Worker (2nd)	\$6,152			\$6,152	\$2,182	\$147		\$40	\$29	\$600	\$9,151
Rainbow MWD	Utility Worker III	\$7,621	\$217		\$7,837	\$1,822	\$167	\$19	\$35	\$30		\$9,909
Ramona MWD	Utility Worker II	\$6,218			\$6,218	\$1,994	\$191	\$24	\$19		\$1,349	\$9,795
Rincon Del Diablo MWD	Water Service Technician II	\$6,268		\$439	\$6,706	\$2,366	\$181	inc	\$66	\$24	\$2,366	\$11,710
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$5,553			\$5,553	\$2,265	inc	inc	\$11		\$157	\$7,986
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Utility Worker II	\$6,843	\$333		\$7,176	\$2,484	\$167		\$26	\$23	\$157	\$10,034
Sweetwater Authority	Utility Worker II	\$6,178	\$108		\$6,286	\$2,732	\$192	\$22	\$20	\$20	\$700	\$9,970
Vallecitos Water District	Construction Worker II	\$6,182	\$250		\$6,432	\$2,979	\$128	\$17	\$13	\$36		\$9,605
Valley Center MWD	Construction/Maintenance Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79	\$9,382
Vista Irrigation District	Construction Worker	\$6,011	\$100		\$6,111	\$2,679	\$123	\$23	\$29	\$30		\$8,994
Yuima MWD	No Comparable Class											
Olivenhain MWD	Utility II	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17		\$8,915
	65th Percentile	\$6,321			\$6,439							\$9,801
	% +/-	-7.9%			-5.8%							-9.9%

Benefit Gain/Loss -4.2%

Olivenhain MWD

Utility III

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Utility Worker III	\$7,554			\$7,554	\$1,901	inc	inc	\$5	\$24	\$157	\$9,641
City of Escondido	Senior Water Distribution Technician	\$7,487			\$7,487	\$1,416	\$33		\$10			\$8,946
City of Oceanside	Senior Utility Worker	\$6,641	\$83		\$6,724	\$1,468	\$100	inc	\$12	\$40		\$8,343
City of Poway	Water Utilities Crew Leader	\$6,883	\$153		\$7,036	\$1,414	\$98	\$11	\$15	\$34		\$8,609
City of San Diego	Water Systems Technician IV	\$6,187			\$6,187	\$1,917	inc	inc	inc		\$15	\$8,119
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Utility Crew Member III	\$6,967	\$83		\$7,051	\$2,568	\$83	\$19	\$12	\$22	\$988	\$10,741
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Utility Crew Leader	\$7,737			\$7,737	\$3,046	\$122	\$6	\$8	\$31	\$2,380	\$13,329
Padre Dam Water District	Construction Equipment Operator	\$6,935			\$6,935	\$2,182	\$147		\$45	\$33	\$600	\$9,943
Rainbow MWD	Crew Leader	\$8,766	\$217		\$8,983	\$1,822	\$167	\$19	\$40	\$34		\$11,065
Ramona MWD	Utility Worker III	\$7,353			\$7,353	\$1,994	\$191	\$24	\$22		\$1,349	\$10,933
Rincon Del Diablo MWD	Senior Water Service Technician	\$7,256		\$508	\$7,763	\$2,366	\$181	inc	\$66	\$28	\$2,366	\$12,770
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician IV	\$5,984			\$5,984	\$2,265	inc	inc	\$12		\$157	\$8,417
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Senior Utility Worker	\$8,317	\$333		\$8,650	\$2,484	\$167		\$32	\$28	\$157	\$11,519
Sweetwater Authority	Utility Leadworker	\$7,160	\$108		\$7,268	\$2,732	\$192	\$22	\$23	\$23	\$700	\$10,959
Vallecitos Water District	Senior Construction Worker	\$7,156	\$250		\$7,406	\$2,979	\$128	\$17	\$15	\$42		\$10,588
Valley Center MWD	Senior Construction/Maintenance Tech	\$8,381			\$8,381	\$2,191	\$129	\$18	\$24	\$57	\$96	\$10,895
Vista Irrigation District	Senior Construction Worker	\$8,477	\$100		\$8,577	\$2,679	\$123	\$23	\$41	\$42		\$11,484
Yuima MWD	No Comparable Class											
Olivenhain MWD	Utility III	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$7,513			\$7,627							\$10,944
	% +/-	-12.6%			-10.5%							-12.5%

Benefit Gain/Loss -2.0%

**Olivenhain MWD
Valve Maintenance Technician I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits							
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp	
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Water Distribution Technician II	\$5,849			\$5,849	\$1,416	\$33		\$10				\$7,308
City of Oceanside	Utility Worker II	\$5,507	\$83		\$5,590	\$1,468	\$100	inc	\$10	\$33			\$7,201
City of Poway	Water Utilities Worker II	\$5,512	\$153		\$5,665	\$1,414	\$98	\$11	\$12	\$28			\$7,228
City of San Diego	Water Systems Technician III	\$5,336			\$5,336	\$1,897	inc	inc	inc		\$13		\$7,246
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	Maintenance Technician I	\$7,330	\$110		\$7,440	\$2,143	\$123	\$17	\$32	\$28	\$536		\$10,319
Helix Water District	Valve Maintenance Technician II	\$6,319	\$83		\$6,402	\$2,568	\$83	\$19	\$11	\$20	\$988		\$10,090
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Utility Worker II	\$6,365			\$6,365	\$3,046	\$122	\$6	\$8	\$25	\$2,380		\$11,951
Padre Dam Water District	Systems Operator/Technician (3rd sal grade)	\$7,086			\$7,086	\$2,182	\$147		\$46	\$34	\$600		\$10,095
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician III	\$5,553			\$5,553	\$2,265	inc	inc	\$11		\$157		\$7,986
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	Utility Worker II	\$6,843	\$333		\$7,176	\$2,484	\$167		\$26	\$23	\$157		\$10,034
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	Construction Worker II	\$6,182	\$250		\$6,432	\$2,979	\$128	\$17	\$13	\$36			\$9,605
Valley Center MWD	Water Systems Technician III	\$7,602			\$7,602	\$2,191	\$129	\$18	\$24	\$52	\$87		\$10,101
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Valve Maintenance Technician I	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17			\$8,915
	65th Percentile	\$6,437			\$6,530								\$10,091
	% +/-	-9.8%			-7.2%								-13.2%

Benefit Gain/Loss -5.9%

Olivenhain MWD

Valve Maintenance Technician II

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	
Carlsbad MWD [City of Carlsbad]	Valve Maintenance Worker	\$6,905			\$6,905	\$1,901	inc	inc	\$5	\$22	\$157	\$8,989
City of Escondido	Sr Water Distribution Technician	\$7,487			\$7,487	\$1,416	\$33		\$10			\$8,946
City of Oceanside	Senior Utility Worker	\$6,641	\$83		\$6,724	\$1,468	\$100	inc	\$12	\$40		\$8,343
City of Poway	Water Utility Crew Leader	\$6,883	\$153		\$7,036	\$1,414	\$98	\$11	\$15	\$34		\$8,609
City of San Diego	Water Systems Technician IV	\$6,187			\$6,187	\$1,917	inc	inc	inc		\$15	\$8,119
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Maintenance Technician II	\$8,092	\$121		\$8,213	\$2,143	\$123	\$17	\$35	\$31	\$536	\$11,098
Helix Water District	Valve Maintenance Technician III	\$6,967	\$83		\$7,051	\$2,568	\$83	\$19	\$12	\$22	\$988	\$10,741
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Utility Crew Leader	\$7,737			\$7,737	\$3,046	\$122	\$6	\$8	\$31	\$2,380	\$13,329
Padre Dam Water District	Systems Operator/Technician (4th sal grade)	\$8,001			\$8,001	\$2,182	\$147		\$52	\$38	\$600	\$11,021
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Utility & Maintenance Technician IV	\$5,984			\$5,984	\$2,265	inc	inc	\$12		\$157	\$8,417
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	Senior Utility Worker	\$8,317	\$333		\$8,650	\$2,484	\$167		\$32	\$28	\$157	\$11,519
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	Valve Maintenance Technician	\$6,816	\$250		\$7,066	\$2,979	\$128	\$17	\$14	\$40		\$10,244
Valley Center MWD	Senior Water Systems Technician	\$8,381			\$8,381	\$2,191	\$129	\$18	\$24	\$57	\$96	\$10,895
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Valve Maintenance Technician II	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19		\$9,731
	65th Percentile	\$7,687			\$7,687							\$10,864
	% +/-	-15.2%			-11.4%							-11.6%

Benefit Gain/Loss -0.3%

**Olivenhain MWD
Water Reclamation Facilities Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	Wastewater Trmt Plnt Op Superv	\$10,216			\$10,216	\$1,486	\$33		\$10			\$11,745
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Water Reclamation Facilities Supervisor	\$9,828	\$396		\$10,224	\$2,618	\$163	\$17	\$54	\$29		\$13,104
	65th Percentile % +/-	I.D.			I.D.							I.D.

**Olivenhain MWD
Water Reclamation Operator I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	WWTP Operator I	\$6,299			\$6,299	\$1,416	\$33		\$10				\$7,758
City of Oceanside	Wastewater Plant Operator I	\$5,999	\$83		\$6,082	\$1,468	\$100	inc	\$10	\$36			\$7,697
City of Poway	No Comparable Class												
City of San Diego	Assistant Wastewater Plant Op	\$5,811			\$5,811	\$1,897	inc	inc	inc			\$15	\$7,722
Encina Wastewater Authority	Operator I	\$6,812	\$272		\$7,084	\$2,039	\$102	\$22	\$16	\$32	\$113		\$9,409
Fallbrook PUD	Plant Operator I	\$6,977	\$105		\$7,082	\$2,143	\$123	\$17	\$30	\$27	\$536		\$9,958
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Reclamation Plant Operator I	\$6,062			\$6,062	\$3,046	\$122	\$6	\$8	\$24	\$2,380		\$11,647
Padre Dam Water District	Recycled Water Operator (1st sal grade)	\$5,362			\$5,362	\$2,182	\$147		\$35	\$26	\$600		\$8,351
Rainbow MWD	No Comparable Class												
Ramona MWD	Wastewater Treatment Operator I	\$6,844			\$6,844	\$1,994	\$191	\$24	\$21		\$1,349		\$10,423
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	Operator I	\$5,905	\$236		\$6,141	\$1,566	\$163	\$23	\$11	\$34	\$157		\$8,096
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	Wastewater Treatment Plant Operator I	\$6,033	\$250		\$6,283	\$2,979	\$128	\$17	\$12	\$36			\$9,455
Valley Center MWD	Wastewater Systems Technician I	\$6,103			\$6,103	\$2,191	\$129	\$18	\$24	\$42	\$70		\$8,576
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Reclamation Operator I	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17			\$8,915
	65th Percentile	\$6,201			\$6,291								\$9,432
	% +/-	-5.8%			-3.3%								-5.8%

Benefit Gain/Loss -2.5%

**Olivenhain MWD
Water Reclamation Operator II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits							
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp	
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	WWTP Operator II	\$6,952			\$6,952	\$1,416	\$33		\$10				\$8,411
City of Oceanside	Wastewater Plant Operator II	\$6,548	\$83		\$6,631	\$1,468	\$100	inc	\$11	\$40			\$8,250
City of Poway	No Comparable Class												
City of San Diego	Wastewater Plant Operator	\$7,607			\$7,607	\$1,897	inc	inc	inc			\$19	\$9,523
Encina Wastewater Authority	Operator II	\$7,886	\$315		\$8,201	\$2,039	\$102	\$22	\$19	\$37	\$113		\$10,533
Fallbrook PUD	Plant Operator II	\$7,702	\$116		\$7,817	\$2,143	\$123	\$17	\$33	\$29	\$536		\$10,699
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Reclamation Plant Operator II	\$6,683			\$6,683	\$3,046	\$122	\$6	\$8	\$27	\$2,380		\$12,271
Padre Dam Water District	Recycled Water Operator (2nd sal grade)	\$6,152			\$6,152	\$2,182	\$147		\$40	\$29	\$600		\$9,151
Rainbow MWD	No Comparable Class												
Ramona MWD	Wastewater Treatment Operator II	\$7,543			\$7,543	\$1,994	\$191	\$24	\$23		\$1,349		\$11,125
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	Operator II	\$7,105	\$284		\$7,389	\$1,566	\$163	\$23	\$14	\$41	\$157		\$9,353
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	Wastewater Treatment Operator II	\$6,984	\$250		\$7,234	\$2,979	\$128	\$17	\$14	\$41			\$10,414
Valley Center MWD	Wastewater Systems Technician II	\$6,895			\$6,895	\$2,191	\$129	\$18	\$24	\$47	\$79		\$9,382
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Reclamation Operator II	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19			\$9,731
	65th Percentile	\$7,324			\$7,466								\$10,473
	% +/-	-9.8%			-8.2%								-7.6%

Benefit Gain/Loss 0.5%

**Olivenhain MWD
Water Reclamation Operator III**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	WWTP Operator III	\$7,674			\$7,674	\$1,416	\$33		\$10				\$9,133
City of Oceanside	Wastewater Plant Operator III	\$7,273	\$83		\$7,356	\$1,468	\$100	inc	\$13	\$44			\$8,980
City of Poway	No Comparable Class												
City of San Diego	Senior Wastewater Plant Operator	\$8,012			\$8,012	\$1,897	inc	inc	inc			\$20	\$9,929
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	Lead Plant Operator	\$8,931	\$134		\$9,065	\$2,143	\$123	\$17	\$39	\$34	\$536		\$11,957
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	Reclamation Plant Operator III	\$7,368			\$7,368	\$3,046	\$122	\$6	\$8	\$29	\$2,380		\$12,959
Padre Dam Water District	Recycled Water Operator (3rd sal grade)	\$6,935			\$6,935	\$2,182	\$147		\$45	\$33	\$600		\$9,943
Rainbow MWD	No Comparable Class												
Ramona MWD	Wastewater Treatment Operator III	\$8,122			\$8,122	\$1,994	\$191	\$24	\$25		\$1,349		\$11,704
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	Lead Operator	\$8,130	\$325		\$8,455	\$1,566	\$163	\$23	\$16	\$47	\$157		\$10,427
Santa Fe Irrigation District	No Comparable Class												
Sweetwater Authority	No Comparable Class												
Vallecitos Water District	Senior Wastewater Treatment Plant Operator	\$8,284	\$250		\$8,534	\$2,979	\$128	\$17	\$17	\$49			\$11,725
Valley Center MWD	Wastewater Systems Technician III	\$7,602			\$7,602	\$2,191	\$129	\$18	\$24	\$52	\$87		\$10,101
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Reclamation Operator III	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22			\$10,740
	65th Percentile	\$8,105			\$8,105								\$11,513
	% +/-	-5.6%			-2.5%								-7.2%

Benefit Gain/Loss -4.7%

**Olivenhain MWD
Water Reclamation Operator IV**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	No Comparable Class											
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Water Reclamation Operator IV	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile % +/-	I.D.			I.D.							I.D.

**Olivenhain MWD
Water Treatment Facilities Supervisor**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	WTPO Supervisor	\$10,216			\$10,216	\$1,486	\$33		\$10				\$11,745
City of Oceanside	Chief Plant Operator	\$8,966	\$67		\$9,032	\$1,688	inc	inc	\$16	\$54			\$10,790
City of Poway	Water Treatment Plant Manager	\$11,850	\$230		\$12,080	\$1,414	\$98	\$11	\$27	\$59			\$13,689
City of San Diego	Senior Water Operations Supervisor	\$10,116			\$10,116	\$1,917	inc	inc	inc			\$25	\$12,057
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	Water Treatment Plant Manager	\$13,793	\$83		\$13,876	\$2,568	\$83	\$19	\$23	\$43	\$988		\$17,600
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	Chief Water Treatment Operator	\$11,145	\$333		\$11,479	\$2,484	\$167		\$43	\$38	\$157		\$14,368
Sweetwater Authority	WTP Operator Supervisor	\$9,811	\$125		\$9,936	\$2,732	\$192	\$22	\$48	\$31	\$700		\$13,660
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Treatment Facilities Supervisor	\$11,366	\$396		\$11,762	\$2,618	\$163	\$17	\$63	\$33			\$14,656
	65th Percentile	\$11,052			\$11,352								\$13,686
	% +/-	2.8%			3.5%								6.6%

Benefit Gain/Loss 3.1%

**Olivenhain MWD
Water Treatment Operator I**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Water Treatment Plant Operator I	\$6,299			\$6,299	\$1,416	\$33		\$10				\$7,758
City of Oceanside	Water Plant Operator I	\$5,669	\$83		\$5,752	\$1,468	\$100	inc	\$10	\$34			\$7,364
City of Poway	Water Treatment Plant Operator I	\$5,377	\$153		\$5,530	\$1,414	\$98	\$11	\$12	\$27			\$7,093
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	Water Treatment Operator - Grade I	\$6,517	\$333		\$6,850	\$2,484	\$167		\$25	\$22	\$157		\$9,705
Sweetwater Authority	Water Treatment Plant Operator I	\$6,815	\$108		\$6,923	\$2,732	\$192	\$22	\$22	\$22	\$700		\$10,612
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Treatment Operator I	\$5,860	\$229		\$6,089	\$2,618	\$163	\$17	\$12	\$17			\$8,915
	65th Percentile	\$6,429			\$6,629								\$8,926
	% +/-	-9.7%			-8.9%								-0.1%

Benefit Gain/Loss 8.8%

**Olivenhain MWD
Water Treatment Operator II**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Water Treatment Plant Operator II	\$6,952			\$6,952	\$1,416	\$33		\$10				\$8,411
City of Oceanside	Water Plant Operator II	\$6,186	\$83		\$6,269	\$1,468	\$100	inc	\$11	\$37			\$7,885
City of Poway	Water Treatment Plant Operator II	\$6,084	\$153		\$6,237	\$1,414	\$98	\$11	\$14	\$30			\$7,804
City of San Diego	No Comparable Class												
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	No Comparable Class												
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	Water Treatment Operator - Grade II	\$7,544	\$333		\$7,877	\$2,484	\$167		\$29	\$26	\$157		\$10,740
Sweetwater Authority	Water Treatment Plant Operator II	\$7,521	\$108		\$7,629	\$2,732	\$192	\$22	\$24	\$24	\$700		\$11,323
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Treatment Operator II	\$6,673	\$229		\$6,903	\$2,618	\$163	\$17	\$12	\$19			\$9,731
	65th Percentile	\$7,293			\$7,358								\$9,808
	% +/-	-9.3%			-6.6%								-0.8%

Benefit Gain/Loss 5.8%

Olivenhain MWD

Water Treatment Operator III

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						Total Comp	
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health		
Carlsbad MWD [City of Carlsbad]	No Comparable Class												
City of Escondido	Water Treatment Plant Operator III	\$7,674			\$7,674	\$1,416	\$33		\$10				\$9,133
City of Oceanside	Water Plant Operator III	\$6,911	\$83		\$6,994	\$1,468	\$100	inc	\$12	\$42			\$8,615
City of Poway	Water Treatment Plant Operator III	\$6,883	\$153		\$7,036	\$1,414	\$98	\$11	\$15	\$34			\$8,609
City of San Diego	Water Plant Operator	\$7,616			\$7,616	\$1,897	inc	inc	inc			\$19	\$9,531
Encina Wastewater Authority	No Comparable Class												
Fallbrook PUD	No Comparable Class												
Helix Water District	Plant Operator II	\$8,064	\$83		\$8,148	\$2,568	\$83	\$19	\$14	\$25	\$988		\$11,844
Leucadia Wastewater District	No Comparable Class												
Otay Water District	No Comparable Class												
Padre Dam Water District	No Comparable Class												
Rainbow MWD	No Comparable Class												
Ramona MWD	No Comparable Class												
Rincon Del Diablo MWD	No Comparable Class												
San Dieguito Water District [City of Encinitas]	No Comparable Class												
San Elijo JPA	No Comparable Class												
Santa Fe Irrigation District	Water Treatment Operator - Grade III	\$8,317	\$333		\$8,650	\$2,484	\$167		\$32	\$28	\$157		\$11,519
Sweetwater Authority	Water Treatment Plant Operator III	\$8,301	\$108		\$8,409	\$2,732	\$192	\$22	\$27	\$27	\$700		\$12,107
Vallecitos Water District	No Comparable Class												
Valley Center MWD	No Comparable Class												
Vista Irrigation District	No Comparable Class												
Yuima MWD	No Comparable Class												
Olivenhain MWD	Water Treatment Operator III	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22			\$10,740
	65th Percentile	\$8,025			\$8,100								\$11,320
	% +/-	-4.5%			-2.4%								-5.4%

Benefit Gain/Loss -3.0%

**Olivenhain MWD
Water Treatment Operator IV**

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	No Comparable Class											
City of Escondido	No Comparable Class											
City of Oceanside	No Comparable Class											
City of Poway	No Comparable Class											
City of San Diego	No Comparable Class											
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	No Comparable Class											
Helix Water District	Plant Operator III	\$8,892	\$83		\$8,975	\$2,568	\$83	\$19	\$15	\$28	\$988	\$12,675
Leucadia Wastewater District	No Comparable Class											
Otay Water District	No Comparable Class											
Padre Dam Water District	No Comparable Class											
Rainbow MWD	No Comparable Class											
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	No Comparable Class											
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	No Comparable Class											
Vallecitos Water District	No Comparable Class											
Valley Center MWD	No Comparable Class											
Vista Irrigation District	No Comparable Class											
Yuima MWD	No Comparable Class											
Olivenhain MWD	Water Treatment Operator IV	\$8,906	\$229		\$9,135	\$2,618	\$163	\$17	\$12	\$26		\$11,970
	65th Percentile % +/-	I.D.			I.D.							I.D.

Olivenhain MWD Salary Survey 2024

Doug Johnson, Vice President

Ralph Andersen & Associates

Why Surveys Are Done

Compensation surveys are a necessary part of assessing and updating an organization's compensation plan.

- Survey data informs decision makers and provides data-driven framework for allocating resources to wages and benefits
- Provide defensibility and public accountability for employee compensation
- Labor dispute resolution processes (fact-finding) are data-driven
- Optimize the District's ability to recruit and retain employees

Public and Private employers both use market data to assess compensation; just a difference in type of compensation elements, data accessibility and transparency of data.



Survey Agencies

Carlsbad MWD [City of Carlsbad]
City of Escondido
City of Oceanside
City of Poway
City of San Diego
Encina Wastewater Authority
Fallbrook PUD
Helix Water District
Leucadia Wastewater District
Otay Water District
Padre Dam Water District
Rainbow MWD
Ramona MWD
Rincon Del Diablo MWD
San Dieguito Water District [City of Encinitas]
San Elijo JPA
Santa Fe Irrigation District
Sweetwater Authority
Vallecitos Water District
Valley Center MWD
Vista Irrigation District
Yuima MWD

22 Agencies

- Historically used
- Market competitors for jobs
- Balance of similar/larger/smaller
- Provides adequate sample sizes



Survey Elements

- Base salary range
 - Range midpoint comparison (exclusive of longevity or performance pay)
- Cash benefits
 - Employer paid deferred compensation
 - Retirement pick-up
- Insurance benefits
 - Employer paid health, dental, vision
 - Life insurance, long term disability
 - Retiree health
 - Maximum employer contribution for commonly used plans



Establishing Job Matches

- Source document to determine job matches:
 - Organization charts, budgets, and position control documents
 - Job descriptions
 - Salary schedules
 - Follow-up information provided by each survey agency
- Survey job matches were determined by the project consultants and went beyond title comparisons.
- Insufficient data for certain District job classifications
 - Statistical analysis requires at least three job matches
 - Every agency has unique jobs
 - Where data is not available, the District can utilize internal relationship linkages (benchmarking)



Sample Survey Datasheet

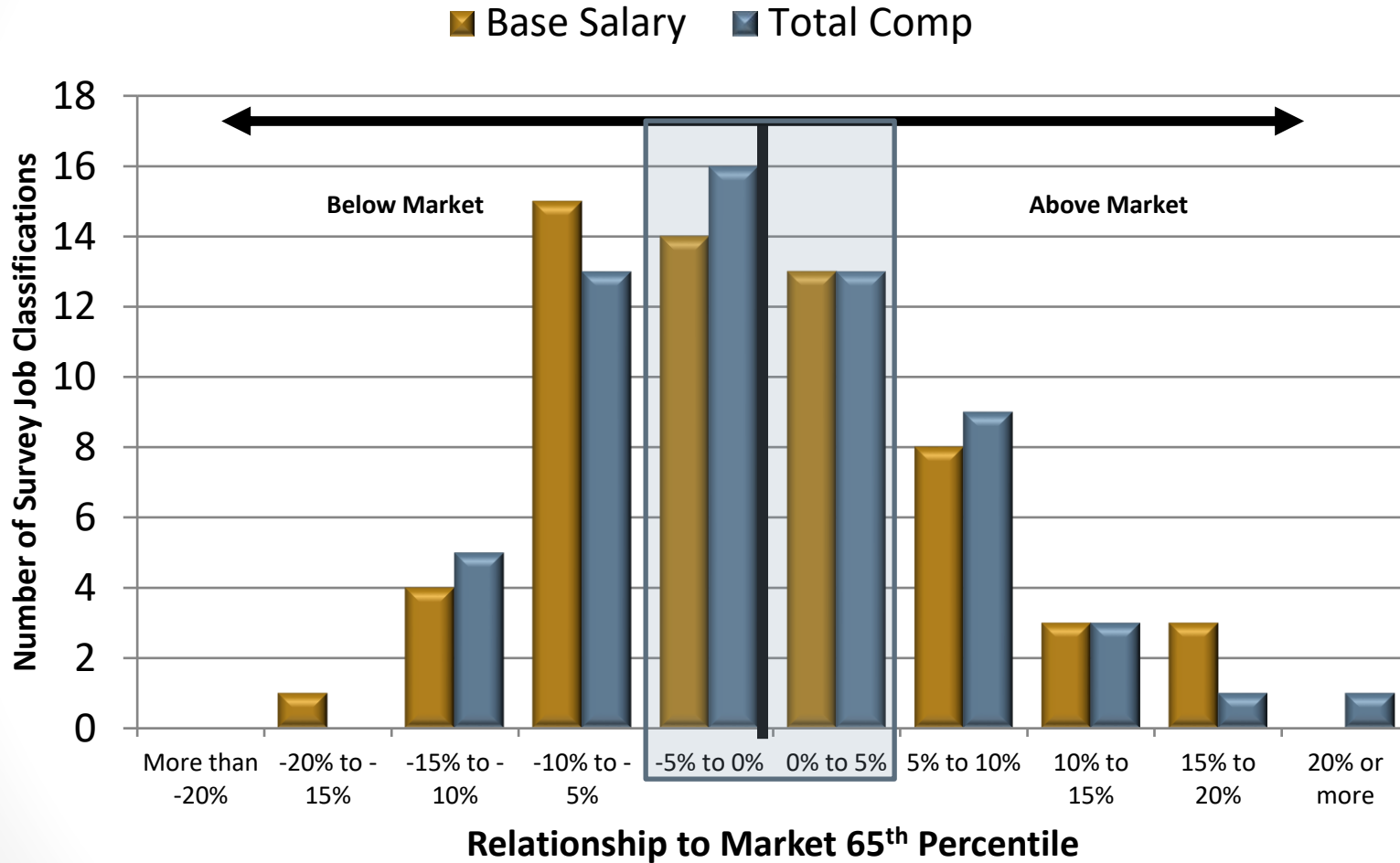
Olivenhain MWD Inspector II

Survey Agency	Comparable Class	Range Midpoint	Cash Supplements			Insurance Benefits						
			Def. Comp	Ret. Pickup	Base + Cash	Health	Dental	Vision	Life	LTD	Ret Health	Total Comp
Carlsbad MWD [City of Carlsbad]	Construction Inspector II	\$7,046			\$7,046	\$1,901	inc	inc	\$5	\$22	\$157	\$9,131
City of Escondido	Field Engineering Inspector II	\$6,882			\$6,882	\$1,416	\$33	\$10				\$8,341
City of Oceanside	Public Works Inspector	\$6,431	\$83		\$6,514	\$1,468	\$100	inc	\$11	\$39		\$8,132
City of Poway	Engineering Inspector	\$6,084	\$153		\$6,237	\$1,414	\$98	\$11	\$14	\$30		\$7,804
City of San Diego	Principal Engineering Aide	\$7,185			\$7,185	\$1,917	inc	inc	inc		\$18	\$9,120
Encina Wastewater Authority	No Comparable Class											
Fallbrook PUD	Engineering Technician II	\$7,513	\$113		\$7,626	\$2,143	\$123	\$17	\$32	\$29	\$536	\$10,506
Helix Water District	Inspector II	\$8,469	\$83		\$8,552	\$2,568	\$83	\$19	\$14	\$26	\$988	\$12,250
Leucadia Wastewater District	No Comparable Class											
Otay Water District	Construction Inspector II	\$7,737			\$7,737	\$3,046	\$122	\$6	\$8	\$31	\$2,380	\$13,329
Padre Dam Water District	Construction Inspector (2nd sal grade)	\$6,935			\$6,935	\$2,182	\$147	\$45	\$33	\$600		\$9,943
Rainbow MWD	Senior Engineering Inspector	\$10,080	\$217		\$10,297	\$1,822	\$167	\$19	\$46	\$39		\$12,390
Ramona MWD	No Comparable Class											
Rincon Del Diablo MWD	No Comparable Class											
San Dieguito Water District [City of Encinitas]	Engineering Specialist I	\$6,155			\$6,155	\$2,265	inc	inc	\$13		\$157	\$8,589
San Elijo JPA	No Comparable Class											
Santa Fe Irrigation District	No Comparable Class											
Sweetwater Authority	Senior Engineering Technician	\$8,301	\$108		\$8,409	\$2,732	\$192	\$22	\$27	\$27	\$700	\$12,107
Vallecitos Water District	Construction Inspector II	\$7,700	\$250		\$7,950	\$2,979	\$128	\$17	\$16	\$45		\$11,135
Valley Center MWD	Construction Inspector	\$7,982			\$7,982	\$2,191	\$129	\$18	\$24	\$54	\$92	\$10,489
Vista Irrigation District	Engineering Inspector	\$9,071	\$100		\$9,171	\$2,679	\$123	\$23	\$44	\$45		\$12,084
Yuima MWD	No Comparable Class											
Olivenhain MWD	Inspector II	\$7,679	\$229		\$7,908	\$2,618	\$163	\$17	\$12	\$22		\$10,740
	65th Percentile	\$7,761			\$7,953							\$11,230
	% +/-	-1.1%			-0.6%							-4.6%

- Base salary is 1.1% below the labor market 65th percentile
- No significant impact when cash benefits are added (0.5% shift in market position)
- Slight loss in market position when insurance benefits added (4.0% loss); primarily due to retiree health



Market Summary



On average, 0.5% below 65th P – Base Salary
On average, 0.3% below 65th P – Total Comp



Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Joe Jansen, Administrative Analyst
Via: Kimberly A. Thorner, General Manager
Subject: **CONSIDER INFORMATIONAL REPORT ON WATER SUPPLY CONDITIONS AND LONG-TERM WATER USE EFFICIENCY LEGISLATION**

Purpose

The purpose of this agenda item is to provide the board with updates on water supply conditions, OMWD's customer notification and enforcement activities, and water use legislation affecting OMWD customers.

Recommendation

This is an informational item; no action is required.

Alternative(s)

Not applicable; informational item only.

Background

Since June 2015, staff presents at the board's request a quarterly report on statewide water supply conditions, recent and near-term events pertaining to drought, and/or a summary of activity taken by staff.

Fiscal Impact

There are no costs directly associated with this informational report.

Discussion

Staff will review the attached presentation with the board at the April 17 meeting and further discuss water supply related developments.

Attachments: PowerPoint presentation

WATER SUPPLY AND LONG-TERM WATER USE EFFICIENCY LEGISLATION

April 17, 2024



Water Supply Conditions

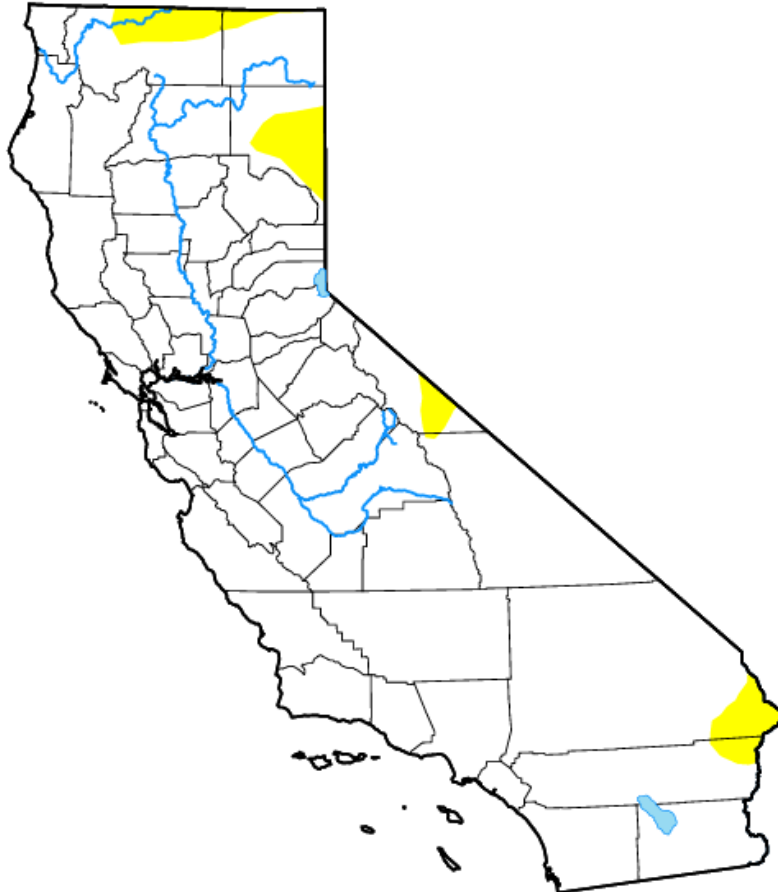
U.S. Drought Monitor California

April 2, 2024
(Released Thursday, Apr. 4, 2024)

Valid 8 a.m. EDT

Drought Conditions (Percent Area)

	None	D0-D4	D1-D4	D2-D4	D3-D4	D4
Current	95.46	4.54	0.00	0.00	0.00	0.00
Last Week 03-26-2024	95.46	4.54	0.00	0.00	0.00	0.00
3 Months Ago 01-02-2024	96.65	3.35	0.00	0.00	0.00	0.00
Start of Calendar Year 01-02-2024	96.65	3.35	0.00	0.00	0.00	0.00
Start of Water Year 09-26-2023	94.01	5.99	0.07	0.00	0.00	0.00
One Year Ago 04-04-2023	56.17	43.83	24.86	0.82	0.00	0.00



Intensity:

- None
- D2 Severe Drought
- D0 Abnormally Dry
- D3 Extreme Drought
- D1 Moderate Drought
- D4 Exceptional Drought

The Drought Monitor focuses on broad-scale conditions. Local conditions may vary. For more information on the Drought Monitor, go to <https://droughtmonitor.unl.edu/About.aspx>

Author:
Brad Pugh
CPC/NOAA



droughtmonitor.unl.edu

National Weather Service Outlook

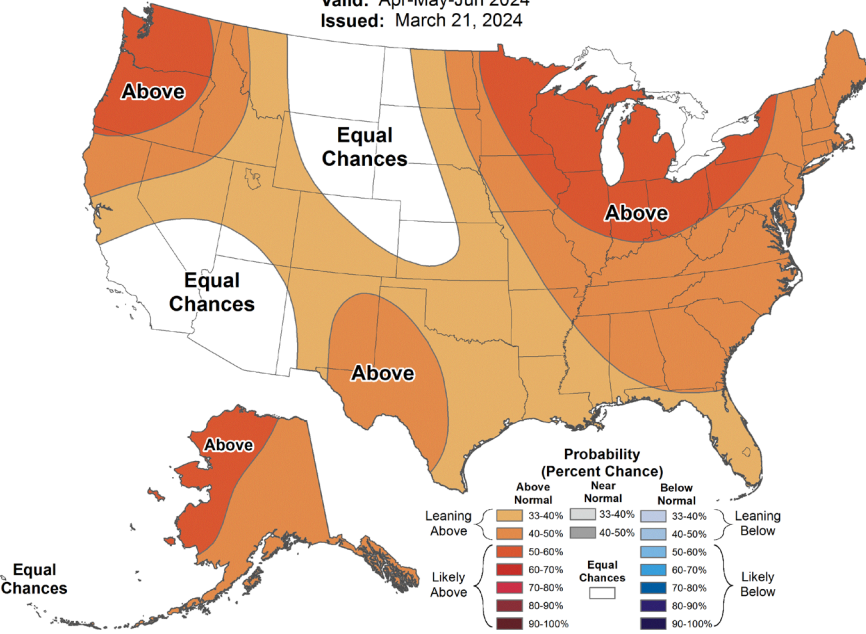
April 2024 – June 2024



Seasonal Temperature Outlook



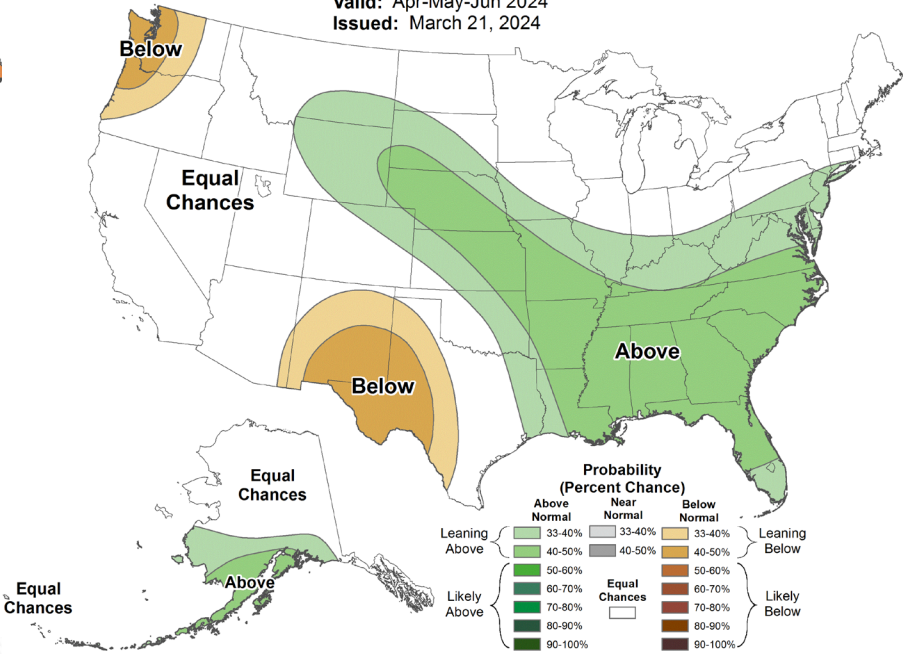
Valid: Apr-May-Jun 2024
 Issued: March 21, 2024



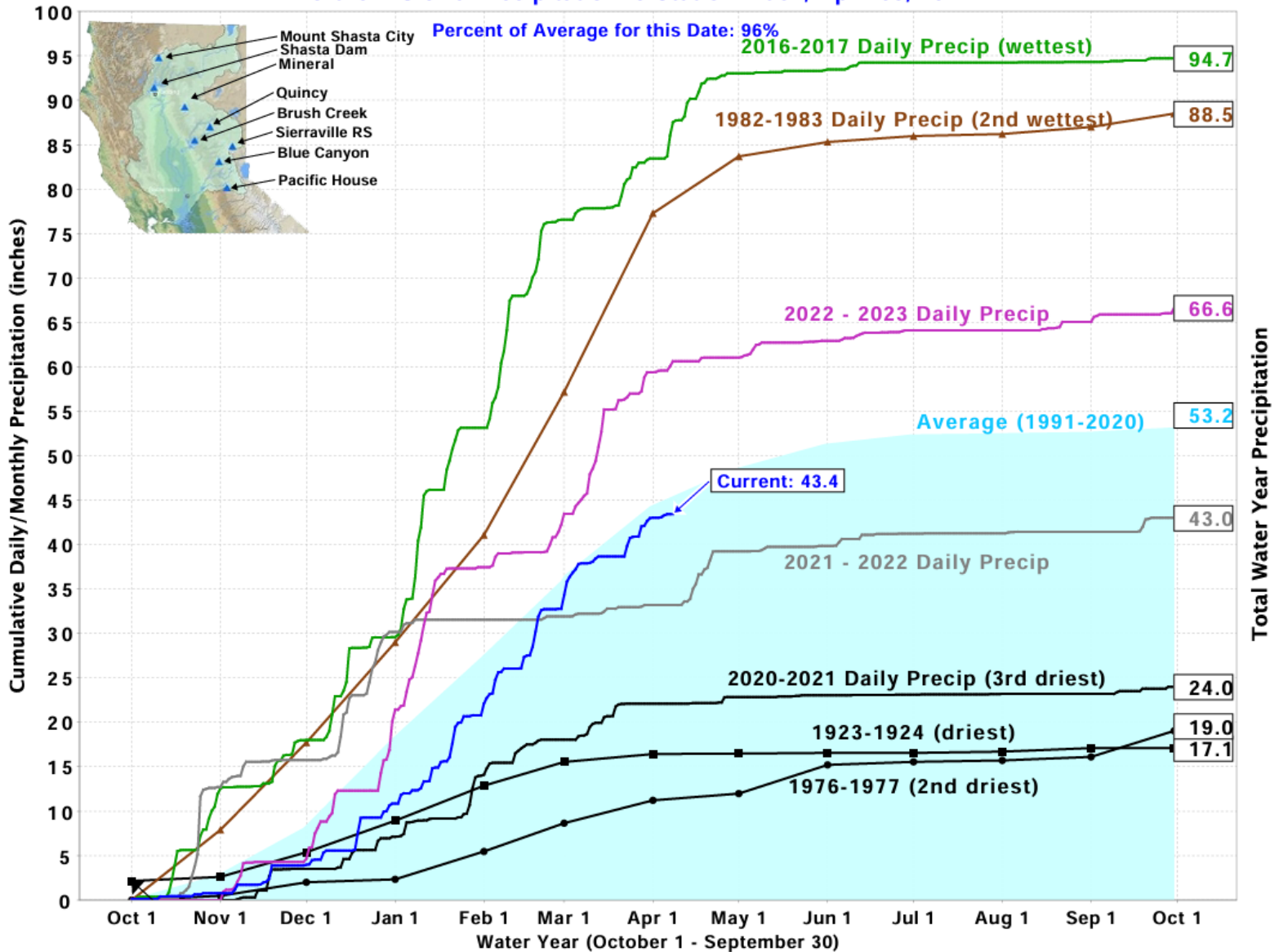
Seasonal Precipitation Outlook



Valid: Apr-May-Jun 2024
 Issued: March 21, 2024

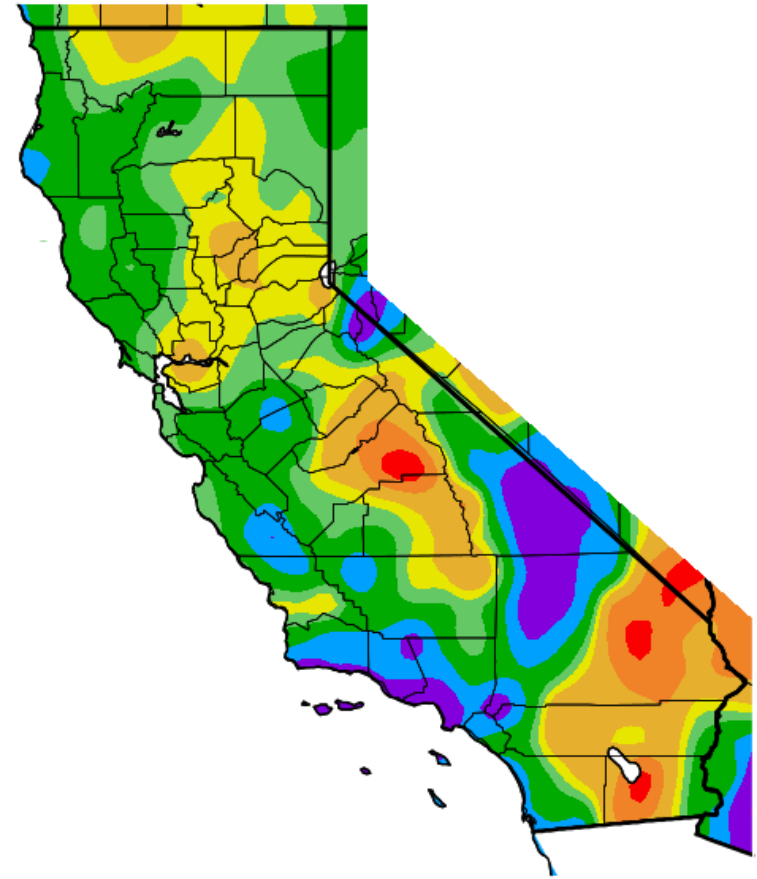
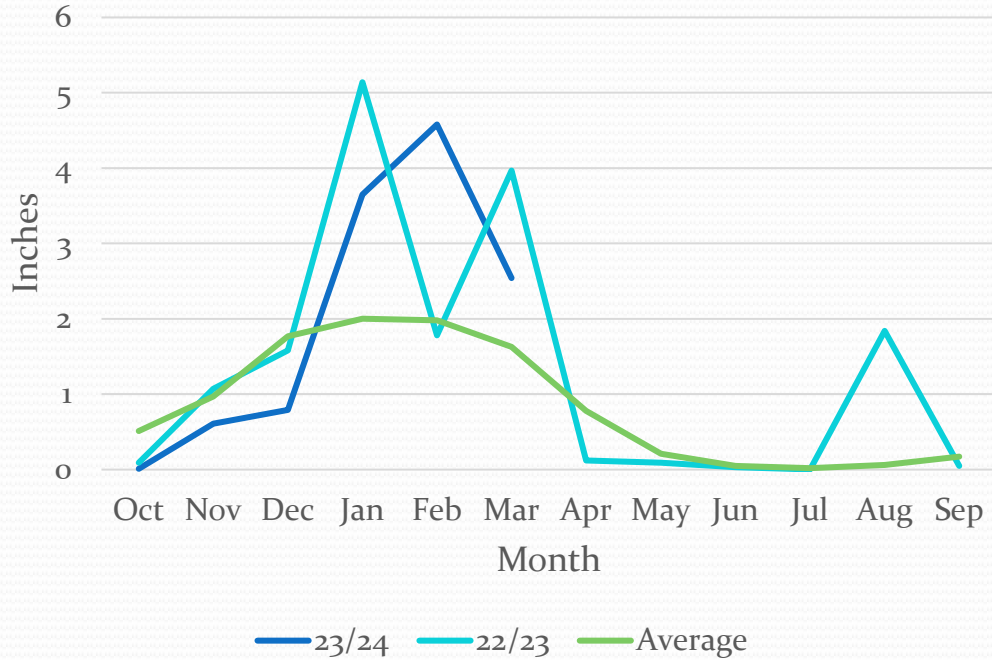


Northern Sierra Precipitation: 8-Station Index, April 08, 2024



Percent of Average Precipitation (%)
10/1/2023 - 4/7/2024

San Diego Rainfall



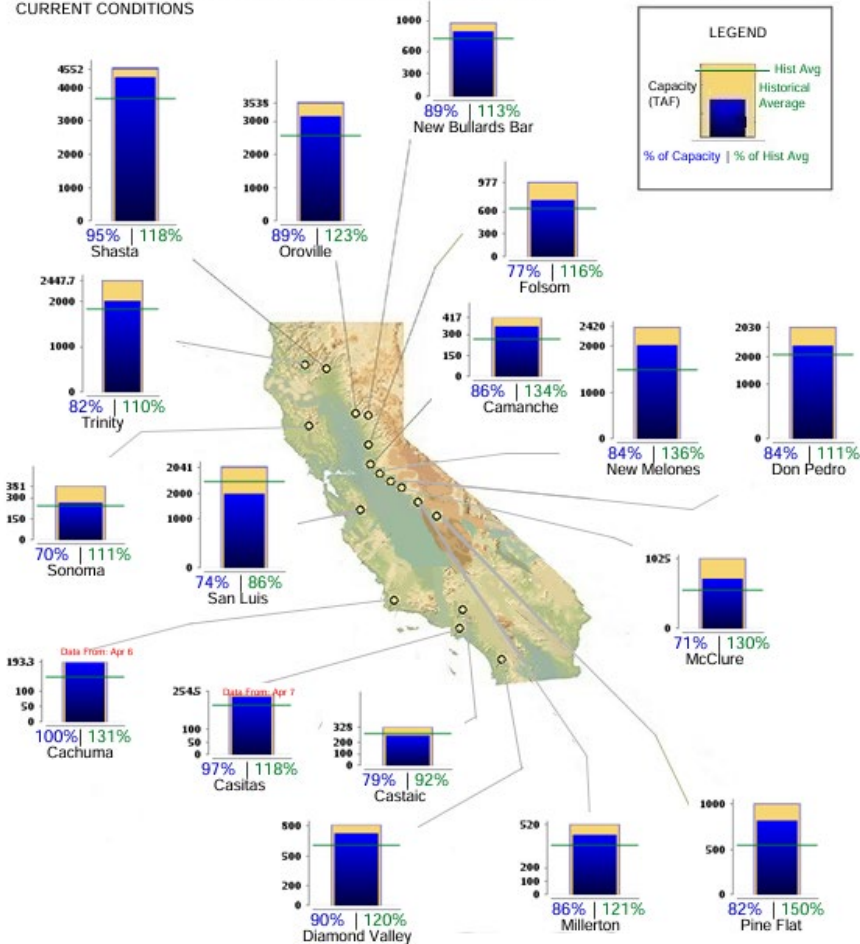
Generated 4/ 8/2024 at WRCC using provisional data.
NOAA Regional Climate Centers



CURRENT RESERVOIR CONDITIONS

CALIFORNIA MAJOR WATER SUPPLY RESERVOIRS CURRENT CONDITIONS

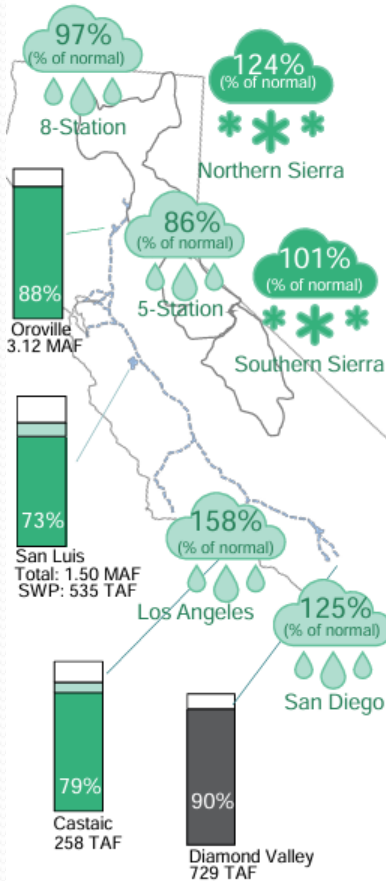
Midnight - April 8, 2024



**Shasta and Oroville both up from 69% in January*

State Water Project Resources

2024 SWP Table A – 30% - 573,450 AF



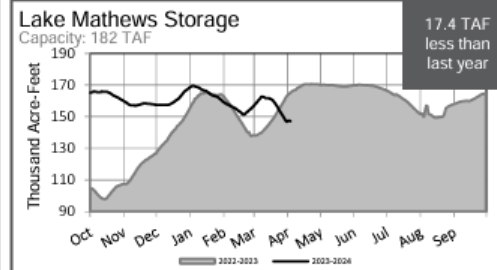
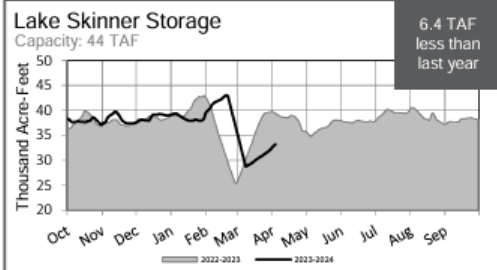
WATER SUPPLY CONDITIONS REPORT

Water Year 2023-2024
As of: April 02, 2024

Colorado River Resources

Projected 2024 CRA Diversions – 984,000 AF

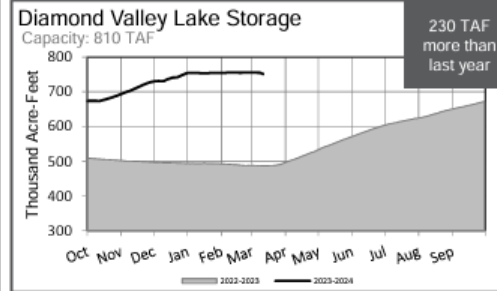
Metropolitan Resources



MWD WSDM Storage

Calendar Year 2024

	Take Capacity (2024)
Lake Mead ICS	182,000 acre-feet
State Water Project System	593,000 acre-feet
In-Region Supplies and WSDM Actions	635,000 acre-feet



Highlights

Learn more about imported supplies:

- State Water Project - <https://www.mwdh2o.com/state-water-project-map/>
- Colorado River Aqueduct - <https://www.mwdh2o.com/colorado-river-aqueduct-map/>



This report is produced by the Water Resource Management Group and contains information from various federal, state, and local agencies. The Metropolitan Water District of Southern California cannot guarantee the accuracy or completeness of this information. Readers should refer to the relevant state, federal, and local agencies for additional or for the most up to date water supply information. Reservoirs, lakes, aqueducts, maps, watersheds, and all other visual representations on this report are not drawn to scale.

<https://www.mwdh2o.com/WSCR>

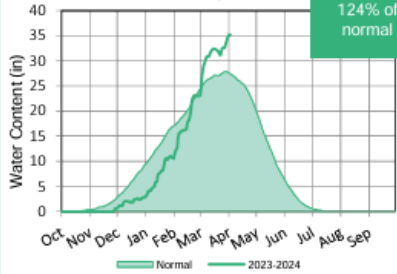
**Mead up from 35%, Powell down slightly from 34%*

State Water Project Resources

As of: 04/02/2024

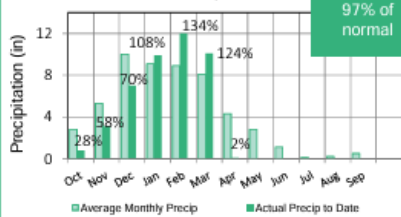
Northern Sierra Snowpack

35.1 in
124% of normal



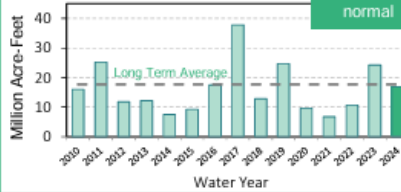
8 Station Index Precipitation

43.0 in
97% of normal



Sacramento River Runoff

Forecast:
96% of normal



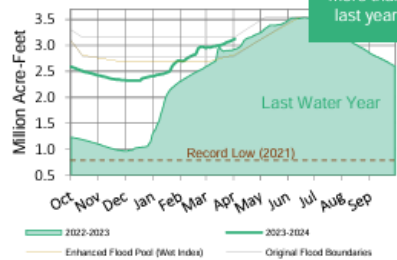
Other SWP Supplies - Carryover Calendar Year 2024

Article 56c 200,000 acre-feet
Article 12e 8,400 acre-feet
Article 14b 19,500 acre-feet

Orville Reservoir Storage

Capacity: 3.54 MAF

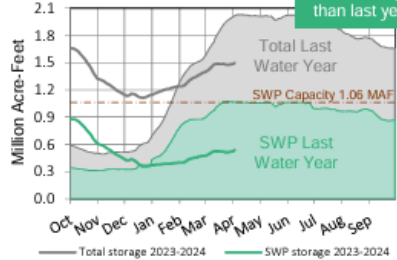
193 TAF
more than last year



San Luis Reservoir Storage

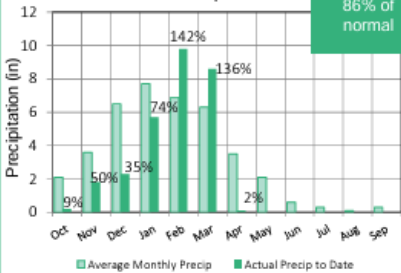
Capacity: 2.04 MAF

531 TAF less
SWP storage
than last year



5 Station Index Precipitation

28.5 in
86% of normal

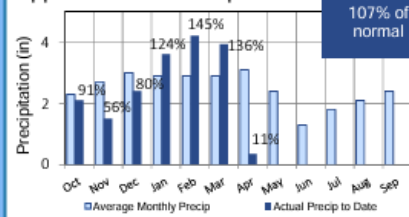


Colorado River Resources

As of: 04/02/2024

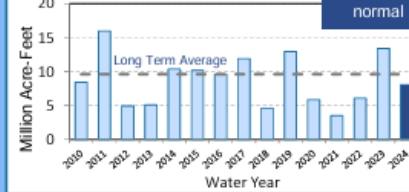
Upper Colorado Precipitation

18.1 in
107% of normal



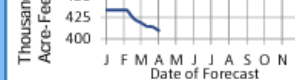
Powell Unregulated Inflow

Forecast:
85% of normal



PVID/Yuma Agricultural Use

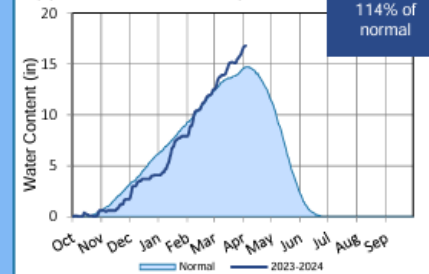
Annual Forecasted for 2024



Forecasted
Use for 2024:
409 TAF

Upper Colorado Snowpack

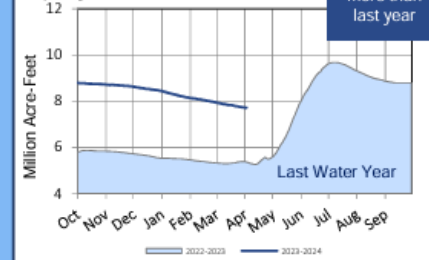
16.7 in
114% of normal



Lake Powell Storage

Capacity: 24.3 MAF

2.35 MAF
more than last year



Projected Lake Mead ICS

Calendar Year 2024

Put (+) / Take (-)
30,000

Lake Mead Surplus/Shortage Outlook

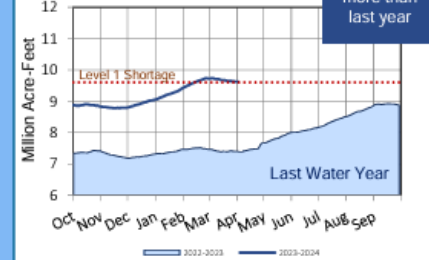
	2024	2025	2026
Surplus	0%	0%	0%
Shortage	100%	90%	83%
Metropolitan DCP*	10%	195 TAF	

Likelihood based on results from the January 2024 CRMMS in Ensemble Model/CRSS model run. Includes DCP Contributions.
* Chance of required DCP contribution by Metropolitan. Volume is average contribution when needed.

Lake Mead Storage

Capacity: 26.1 MAF

2.23 MAF
more than last year



<https://www.mwcb2a.com/WSCR>

<https://www.mwcb2a.com/WSCR>

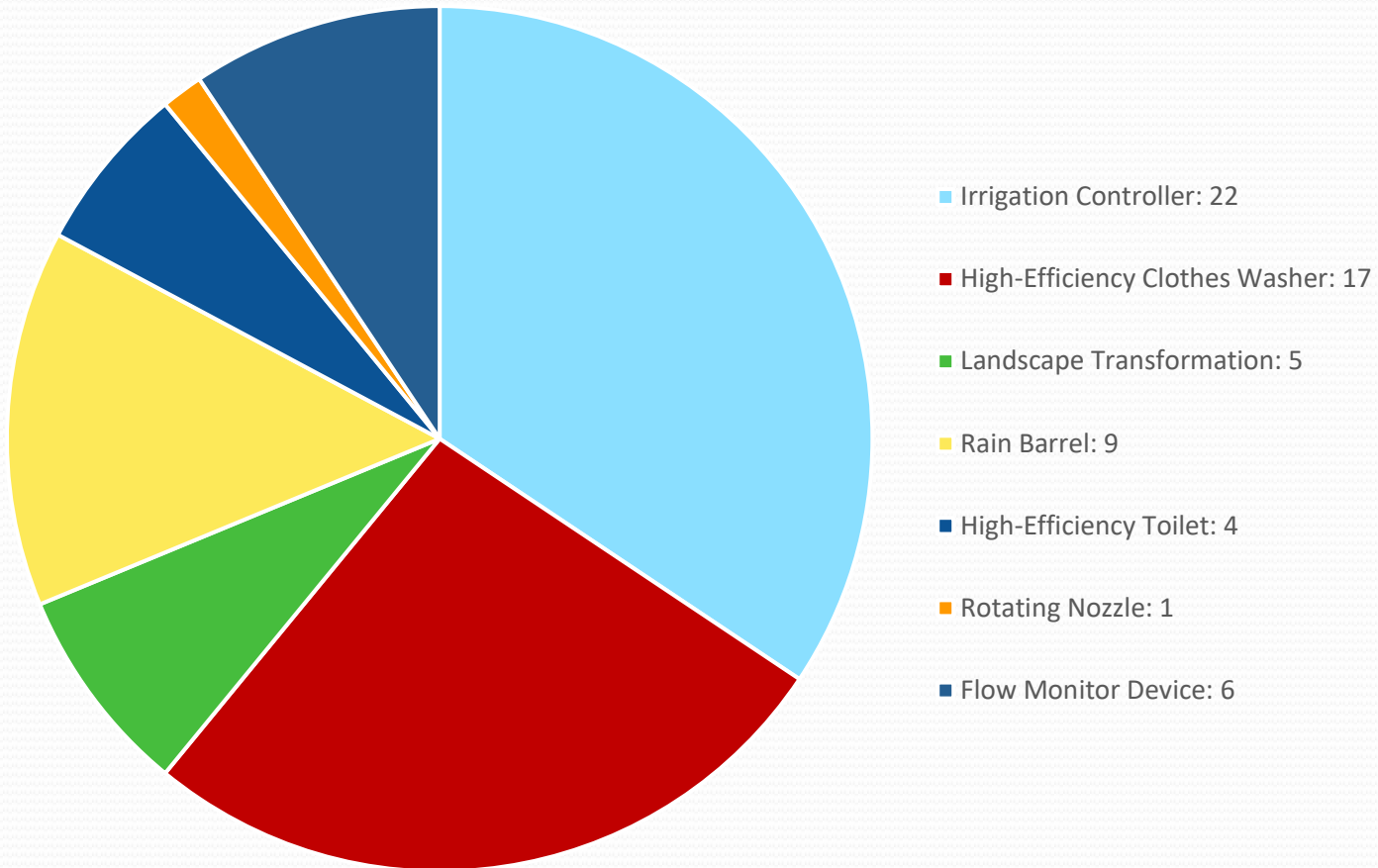
OMWD Activity

Restrictions Enforcement

	Reports	Actions	Fines
August '22	7	7	0
September '22	2	2	0
October '22	4	4	0
November '22	0	0	0
December '22	1	1	0
January '23	0	0	0
February '23	1	1	0
March '23	0	0	0
April '23	0	0	0
May '23	2	2	0
June '23	0	0	0
July '23	1	1	0
August '23	5	5	0
September '23	5	5	0
October '23	5	5	0
November '23	2	2	0
December '23	0	0	0
January '24	0	0	0
February '24	5	5	0
March '24	2	2	0
Totals	42	42	0

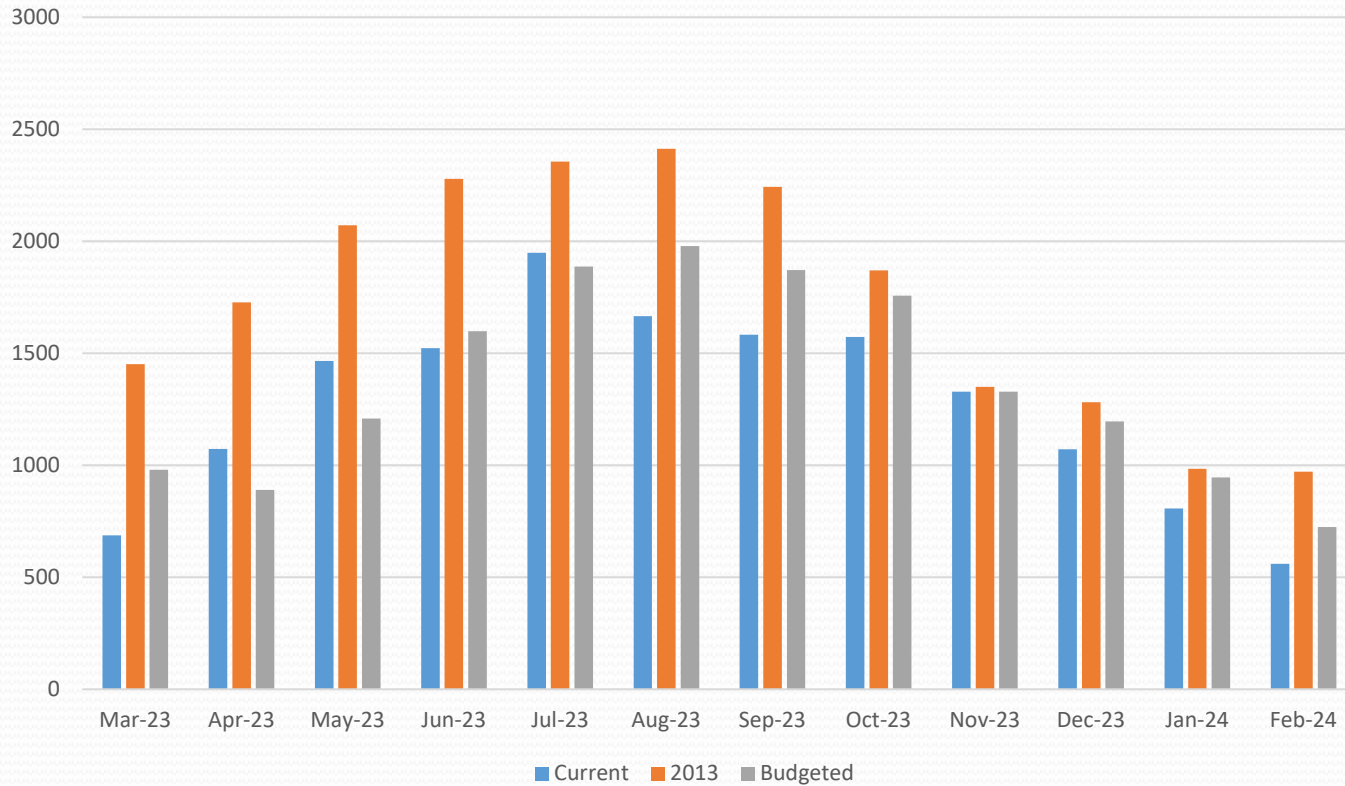


January - March Rebate Application Activity



Figures are based on applications received

Potable Monthly Demand



Water Consumption Compared to 2013

Jan-23	-32%
Feb-23	-24%
Mar-23	-55%
Apr-23	-38%
May-23	-30%
Jun-23	-35%
Jul-23	-18%
Aug-23	-32%
Sep-23	-29%
Oct-23	-16%
Nov-23	-2%
Dec-23	-16%
Jan-24	-18%
Feb-24	-42%

Legislation & Regulations

Legislative and Regulatory Update

- Making Conservation a California Way of Life- updated regulations released March 12
 - Supported updates
 - Compliance date extended to 2027
 - 20% “irrigable/not irrigated” allowance extended indefinitely
 - Agriculture customers added to excluded demands
 - Continued areas of concern
 - Landscape efficiency standards set below DWR recommendation
 - 5% variance threshold requirement now focused solely with the associated standard
 - Water agency requirement to quantify square footage of CII irrigated landscapes with dedicated irrigation meters
 - Reporting based solely on fiscal year

Legislative and Regulatory Update

- Colorado River Negotiations- Proposed Alternatives
 - Upper Division States Alternative submitted March 5
 - Suggests using only Lake Mead and Lake Powell to determine needed reductions
 - Attributes required reductions up to 1.5 MAF to Lower Basin and Mexico
 - Attributes required reductions above 1.5 MAF solely to Lower Basin up to 3.9 MAF
 - Lower Basin Alternative submitted March 6
 - Suggests using the entire combined active reservoir storage system to determine needed reductions
 - Attributes required reductions up to 1.5 MAF to Lower Basin and Mexico
 - Attributes required reductions above 1.5 MAF to be split evenly between Upper and Lower Basin up to 3.9 MAF

Recent Updates



CALIFORNIA
Water Boards
STATE WATER RESOURCES CONTROL BOARD
REGIONAL WATER QUALITY CONTROL BOARDS

**Save
Our
Water**

An illustration showing two hands, one orange and one yellow, turning a yellow faucet handle. A single blue water droplet is falling from the faucet. The background is green.

Memo

Date: April 17, 2024
To: Olivenhain Municipal Water District Board of Directors
From: Rainy Selamat, Finance Manager
Via: Kimberly Thorner, General Manager
Subject: **CONSIDER THE DRAFT OPERATING AND CAPITAL BUDGET FOR FISCAL YEARS 2025 AND 2026 AND RECEIVE DIRECTION FROM THE BOARD**

Purpose

The purpose of this agenda item is to review the proposed Operating and Capital Budget for fiscal year 2025 and fiscal year 2026 (Draft Budget) and receive direction from the Board for budget adoption in June 2024.

The Draft Budget was reviewed with the Finance Committee (Director Meyers and Director Watt) at its special meeting on April 1, 2024.

Recommendation

The Finance Committee recommended that the Draft Budget be brought forward to the Board for consideration and discussion. The Draft Budget will be adjusted until the final draft is presented to the Board for adoption at the June meeting.

Alternative

The Board may instruct Staff to do otherwise. The Draft Budget will be revised to include increases in purchased water costs from San Diego County Water Authority and Metropolitan Water District of Southern California. Purchased water cost is a significant expense to water operations. Cost of purchased water sold was 54.11% of the District's total water operating revenue in fiscal year 2023.

Background

The District's Budget is a multi-year budget adopted by the Board every two years in June. The Budget authorizes the District's appropriations (planned spending) based on anticipated revenues for two budgetary years (fiscal year 2025: July 1, 2024 to June 30, 2025 and fiscal year 2026: July 1, 2025 through June 30, 2026.)

Since the District is maintaining its books and finances on a fiscal year basis, the District conducts a mid-term review of its multi-year budget in March of non-budget years and proposed adjustments to the second fiscal year of the Budget are considered by the Board for approval in June.

This Draft Budget includes a series of goals and objectives. The District's annual goals and objectives were used as a tool to meet the Board's priorities and the District's strategic goals, including the District's commitment to repair and maintain its aging water and wastewater infrastructure in order to serve water and wastewater customers.

The 10-year Water (Potable and Recycled) Capital Spending Plan and 2024 Wastewater Cost of Service Report were used as reference documents to develop financial assumptions and projections included in the Draft Budget.

The Draft Budget also includes estimated increases in water and wastewater operation and maintenance costs, such as: labor, benefit, outside services, utilities, and supplies in each fiscal year using annual inflationary adjustments to sustain operations and to provide the same level of services for our rate payers.

The Draft Budget for fiscal years 2025 and 2026 was reviewed with the Finance Committee (Director Meyers and Director Watt) at the April 1st committee meeting.

Fiscal Impact

Capital Budget

Staff is proposing a \$46.6 million planned capital spending for water and wastewater capital improvement projects for fiscal years 2025 and 2026. Included in the \$46.6 million proposed capital spending plan are:

- approx. \$15.3 million in unspent capital expenditures in fiscal year 2024 (previously approved by the Board) due to timing of capital expenditures from construction delays;
- approx. \$7 million increase in capital expenditures in fiscal year 2025 and fiscal year 2026 for new capital improvement projects;
- approx. \$24.3 million in capital spending for planned critical water and wastewater replacement and betterment projects in fiscal year 2025 and fiscal year 2026.

In addition, the Draft Budget includes \$1.035 million in planned capital expenditures for equipment replacement and new equipment purchases in fiscal years 2025 and 2026.

Operating Budget

The attached Draft Budget presentation includes estimated purchased water cost increases. Purchased water costs are significant expenses to the District's Operating Budget. As of the writing of this memo, purchased water costs for fiscal year 2025 and fiscal year 2026 have not been released by San Diego County Water Authority. Therefore, purchased water cost estimates included in this Draft Budget will be subject to change until the final Budget is presented to the Board for adoption in June.

The Draft Budget includes a 3.9% increase or \$1 million, net of capitalized expenses, to the Departmental Budget in fiscal year 2025 compared to Board approved budget for fiscal year 2024 and a 5.5% increase or \$1.47 million, net of capitalized expenses, for fiscal year 2026 compared to the proposed budget for fiscal year 2025.

The Draft Budget for fiscal years 2025 and 2026 also includes annual loan and debt service payments of \$5.4 million (FY 2025) and \$5.8 million (FY 2026), net of Reassessment District 96-1 revenue. The Draft Budget also includes annual Pay-As-You-Go (PAYGO) and interfund transfers of \$11.2 million (FY 2025) and \$9.2 million (FY 2026)

from user rates and charges to fund the planned water and wastewater capital spending included in the 10 Year Water and Wastewater Capital Spending Plans.

As approved by the Board, the water operating fund will continue to receive incoming fund transfer from the Water Rate Stabilization Fund to fund OMWD's Rate Reimbursement Credit Program.

Discussion

Staff will present the attachment to the Board and will be available to address comments/questions on the Draft Budget at the meeting.

The Draft Budget will be refined to include any material changes (\$50,000 or more) from the original assumptions included in this Draft Budget for review and approval by the Board prior to formal adoption in June 2024.

Attachment: Power Point Presentation

Draft Operating and Capital Budget Fiscal Years 2025 and 2026

April 17, 2024

Board Budget Workshop

FY 2025 and FY 2026 Budget Setting Process

- Received input from each department manager on their departmental needs for the development of FY 2025 budget
- Developed budget key assumptions for FY 2025
- Held budget workshops with managers and GM
 - Focus on cost cutting measures throughout in order to mitigate wholesale increases and inflation
- Used historical and current information to arrive at FY 2024 projections
- Used current SDCPI to forecast FY 2026 Budget from FY 2025 Draft Budget

Budget Drivers and Uncertainties

- 💧 Rising cost of water from MWD and SDCWA
 - 💧 Increase the cost burden on OMWD rate payers
- 💧 Water revenue and expense volatility
 - 💧 Demand variability based on temperature
 - 💧 Take or Pay Recycled Water Purchase Agreements
 - 💧 Potential increase in recycled water costs for alternative supply due to Vallecitos Water District shutdown in FY 2025
- 💧 Economic and market conditions
 - 💧 Inflationary
 - 💧 Pushing up energy, steel, chemical and other supply costs
 - 💧 Increased project costs
 - 💧 Federal Reserve
 - 💧 Investment income
 - 💧 Tight Labor Market
 - 💧 Unemployment Rate: 4.7%

Consolidated Actual vs Budget Summary

As of 2/29/2024

	Approved Budget	Actual YTD	Budget YTD	Variance Amt	Variance %
Operating Revenues					
Commodity Water Sales	\$45,715,000.00	\$26,209,838.20	\$30,251,900.00	(\$4,042,061.80)	(13.4%)
Water Fees and Services	18,651,000.00	11,790,529.48	12,438,800.00	(648,270.52)	(5.2%)
Sewer Revenue	5,390,000.00	3,108,591.16	3,189,700.00	(81,108.84)	(2.5%)
Total Operating Revenues	69,756,000.00	41,108,958.84	45,880,400.00	(4,771,441.16)	(10.4%)
Operating Expenses					
Purchased Water - Variable	24,514,000.00	14,345,717.30	17,368,640.00	3,022,922.70	17.4%
Purchased Water - Fixed	8,731,000.00	5,785,170.00	5,762,900.00	(22,270.00)	(0.4%)
General Manager Dept	2,102,000.00	1,400,840.10	1,401,680.00	839.90	0.1%
Engineering Dept	2,497,000.00	1,573,285.75	1,664,240.00	90,954.25	5.5%
Finance Dept	1,713,000.00	1,098,051.82	1,141,600.00	43,548.18	3.8%
Customer Service Dept	3,104,000.00	1,807,892.78	2,070,608.00	262,715.22	12.7%
Human Resources Dept	860,300.00	546,300.51	574,064.00	27,763.49	4.8%
Water Operations and Maintenance Dept	12,339,000.00	8,212,336.45	8,272,312.00	59,975.55	0.7%
Parks Dept	451,000.00	348,388.75	301,888.00	(46,500.75)	(15.4%)
Other Operating Expenses	50,000.00		33,600.00	33,600.00	100.0%
Sewer Operations and Maintenance Dept	3,269,000.00	2,015,804.66	2,179,064.00	163,259.34	7.5%
Recycled Water Operations Dept	1,293,000.00	712,836.97	862,080.00	149,243.03	17.3%
Paygo Transfers					
Water Operations	5,400,000.00	3,600,000.00	3,600,000.00		0.0%
Sanitation Operations	1,100,000.00	736,000.00	736,000.00		0.0%
Recycled Operations	2,200,000.00	1,464,000.00	1,464,000.00		0.0%
Capitalized Operations Expenditures	(1,619,000.00)	(1,045,862.84)	(1,082,160.00)	(36,297.16)	3.4%
Total Operating Expenses	68,004,300.00	42,600,762.25	46,350,516.00	3,749,753.75	8.1%
Net Operating Income (Loss)	1,751,700.00	(1,491,803.41)	(470,116.00)	(1,021,687.41)	

Consolidated Actual vs Budget Summary

As of 2/29/2024

	Approved Budget	Actual YTD	Budget YTD	Variance Amt	Variance %
Nonoperating Revenues					
Water Funds	6,571,200.00	4,707,239.67	3,459,560.00	1,247,679.67	36.1%
Debt Service Funds	1,044,000.00	757,050.72	650,740.00	106,310.72	16.3%
Sewer Funds	29,000.00	128,003.22	19,200.00	108,803.22	566.7%
Recycled Water Funds	225,000.00	158,834.42	150,240.00	8,594.42	5.7%
Total Nonoperating Revenue	7,869,200.00	5,751,128.03	4,279,740.00	1,471,388.03	34.4%
Nonoperating Expense					
Capacity Fee Funds	30,000.00	18,133.30	19,840.00	1,706.70	8.6%
Debt Service Funds	1,400,000.00	875,600.29	934,800.00	59,199.71	6.3%
Potable Water Funds	493,000.00	313,457.80	328,400.00	14,942.20	4.6%
Total Nonoperating Expense	1,923,000.00	1,207,191.39	1,283,040.00	75,848.61	5.9%
Inc before Cap Fees and Capital Contributions	7,697,900.00	3,052,133.23	2,526,584.00	525,549.23	
Capacity Fee Funds	798,000.00	480,314.49			
Capital contributions	2,429,000.00	122,796.98			
Change in Net Position		<u>3,655,244.70</u>			

DRAFT Budget Revenue Assumptions

- 💧 Potable and Recycled Water Sales Volume:
 - 💧 use average of CY 2022 and CY 2023 for FY 2025 & FY 2026
 - 💧 ~ 1,100 AF less than FY 2024 budget for water sales
- 💧 Wastewater Sales Volume:
 - 💧 SFR- based on water used from Dec to May, cap at 10 units per month
 - 💧 Commercial and MF – based on monthly actual water consumption
 - 💧 Use FY 2024 sewer EDU's
- 💧 Water Revenue:
 - 💧 Use 2020 Financial Plan as a base
 - 💧 Assume 5% planned revenue increase each year for FY 2025 and FY 2026
 - 💧 Assume full pass-throughs of purchased water wholesale price increases
 - 💧 Cost of service based on OMWD O&M and Capital Costs
 - 💧 Pass-through inflation based on SDCPI – 4.8% increase based on 2nd half index in 2023 over 2022
 - 💧 Growth – less than 1% or 50 new meters
 - 💧 Assume 100% build-out in 2030
 - 💧 Rate Reimbursement Credit @11cents/unit
- 💧 Sewer Revenue:
 - 💧 Assume 5.5% rate increase effective July 1, 2024 and July 1, 2025
- 💧 Other Operating Revenue:
 - 💧 Selling of Excess Treated Water from DCMWTP to VWD
 - 💧 Less than FY 2024- DCMWTP planned shutdown for maintenance

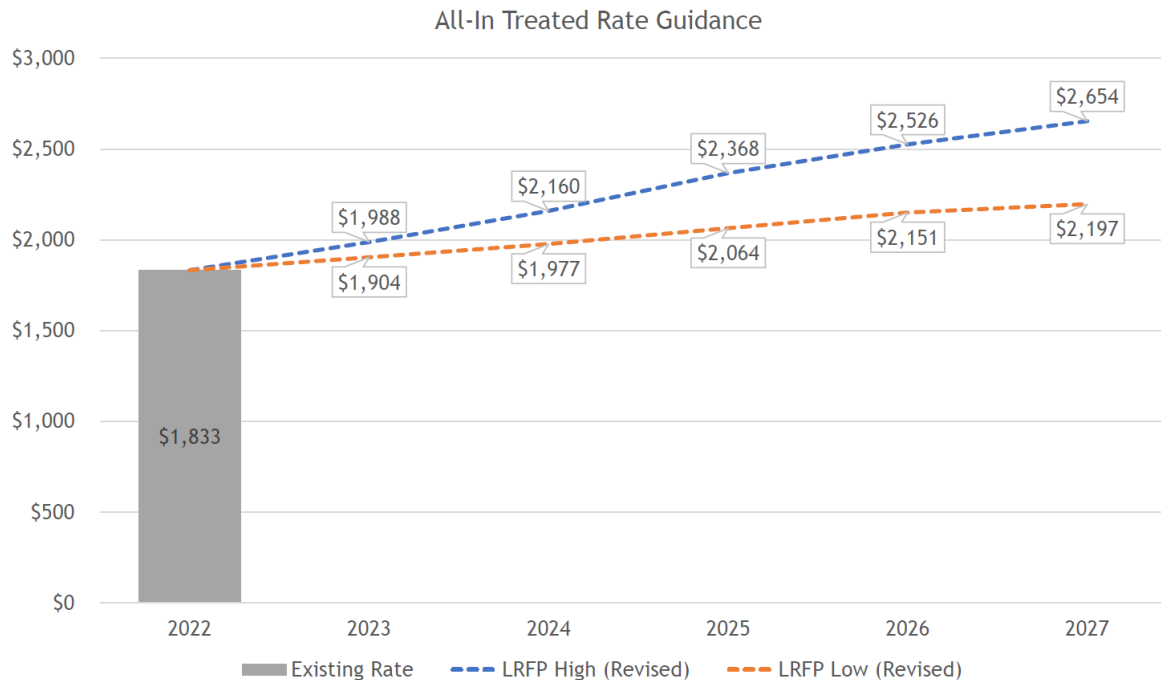
DRAFT Budget

Revenue Assumptions – cont.

- 💧 Other Operating Revenue - \$760K:
 - 💧 Use FY 2024 projection and increase by escalation factor per the cell tower agreements
- 💧 Property Tax Revenue:
 - 💧 Use FY 2024 projection and escalation factor
- 💧 Investment Income:
 - 💧 Based on forecasted reserves
 - 💧 Assume 3% for FY 2025 and 2% for FY 2026
- 💧 Capacity Fee Revenue:
 - 💧 Estimated by OMWD Engineering Department
- 💧 Grant Revenue:
 - 💧 \$3.5 million (FY 2025) and \$817k (FY 2026)
 - 💧 FY 2025 grant funds are mainly from the Tittle XVI Grant (\$3mil during FY 2025), most costs coming from the Neighborhood 1 SPS and the Manchester Recycled PL Projects.
 - 💧 FY 2026 grant funds are mainly from the Dep of Parks & Rec EFRR grant (\$679k during FY 2026) to expand the parking lot and trails.
- 💧 Other Revenue:
 - 💧 Selling of District Parcels: \$1.15 million in FY 2025 to offset capital expenditures

Higher Purchased Water Costs from SDCWA?

SDCWA's Total Reserve Position Below Target



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Operating Expense Assumptions

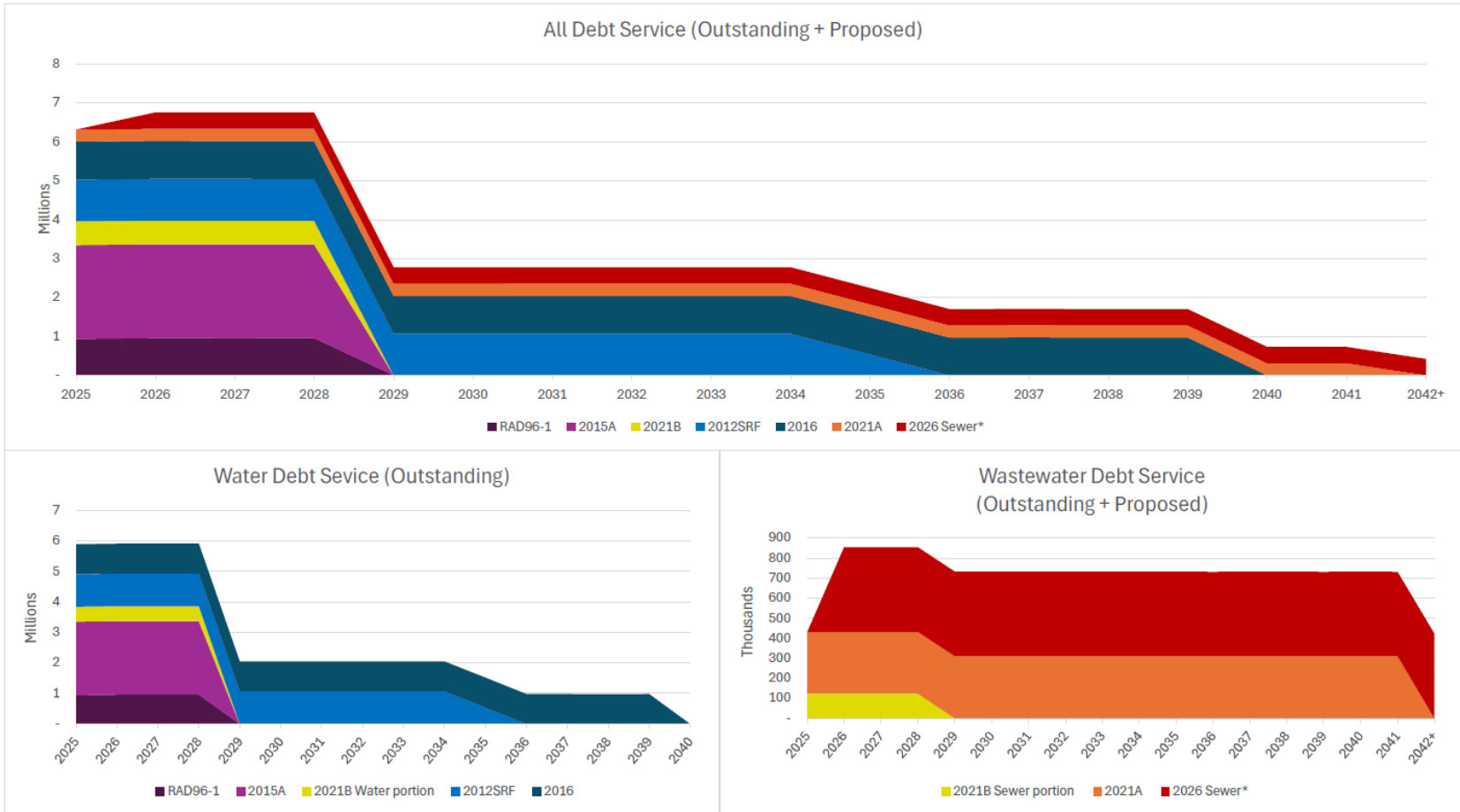
- ◆ Goal: Meeting priorities set by the Board and included in the District's goals and objectives
- ◆ Purchased Water:
 - ◆ Assume 5% purchased water wholesale cost increases for potable and recycled
 - ◆ Will be updated in May
- ◆ Inflation Factors:
 - ◆ CPI-U Carlsbad Annual Increase from January 2024 to January 2023: 5.11%
 - ◆ CPI-U Carlsbad Second Half Increase from 2023 to 2022: 4.75%
- ◆ Labor and Benefit Costs:
 - ◆ Staffing Changes:
 - ◆ FY 2025: No additional FTE, postpone one (1) new position, two (2) Utility positions to remain frozen (Cost Mitigation*)
 - ◆ FY 2026: Includes one (1) Senior Admin Analyst Position per the staffing analysis, two (2) Utility positions to remain frozen
 - ◆ Assume a 6% increase in labor costs for fiscal years 2025 and 2026 based on Labor MOU
 - ◆ SD CPI max of 3.5% plus 2.5% merit pool per MOU
 - ◆ Assume a 10% increase in health insurance premium costs in 2025 (1/1/2025), or about \$200k
 - ◆ 10% increase in health insurance premiums costs in 2026 (1/1/2026) , or about \$236k
 - ◆ Insurance Costs:
 - ◆ Workers Comp insurance: use actual ex-mod rate of 60% for fiscal year 2025 for an estimated increase of \$51k
 - ◆ Estimated increase of \$13k for 2026
 - ◆ Liability, Cyber, Property and Crime insurance: estimated increase of 15% for a total cost of \$517k in FY 2025
 - ◆ Estimated increase of \$15k for FY 2026
 - ◆ Pension Costs: based on CalPERS report
 - ◆ Additional Discretionary Payment of \$311k each year for 2025 and 2026

FY 2025 and FY 2026 DRAFT Budget PAYGO and Fund Transfers

- 💧 PAYGO from Rates and Charges to pay for CIP
 - 💧 Water: \$8.6mil (both FY 2025 and FY 2026) – pending completion of 2024 Water COSS
 - 💧 Adopted Board Reserves Policy
 - 💧 Use 10 Year Capital Spending Plan
 - 💧 Wastewater: \$3.1mil (FY 2025) \$1.06mil (FY 2026) – 2024 Wastewater COSS
- 💧 Pension
 - 💧 Meet Board Pension Funding Policy Goal - \$311K ADP
 - 💧 \$500K to Water PSF to pay \$280K ADP to CalPERS
 - 💧 \$50k to Wastewater to pay \$31K ADP to CalPERS
- 💧 Rate Stabilization
 - 💧 Fund Board RRC Program @11 Cents/Unit
 - 💧 Subject to change, pending 2024 COSS
- 💧 Debt Service Obligations
 - 💧 Outstanding Debt: 2015A, 2016A, 2021A, 2021B, SRF, and RAD 96-1
 - 💧 FY 2025 Debt Service Payment, net: \$5.4mil
 - 💧 FY 2026 Debt Service Payment, net: \$5.8mil

DRAFT Budget

Operating and Maintenance Expenses (cont.)



FY 2025 and FY 2-26 Operating Department Budget

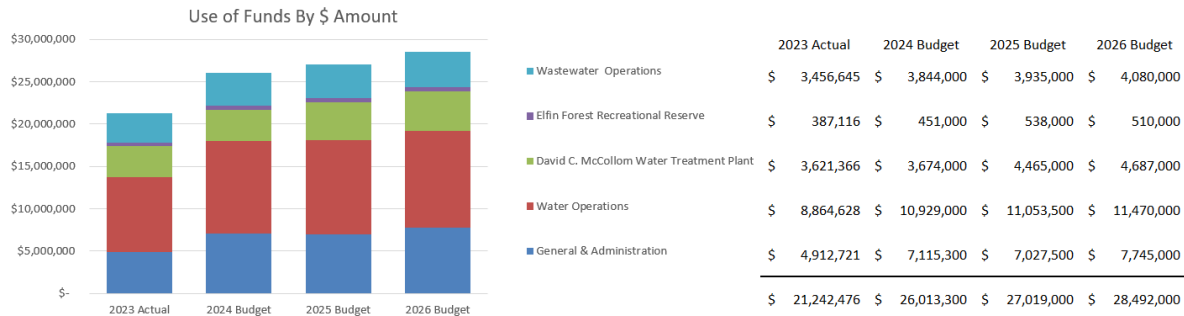
	FYE 2023		FYE 2024		FYE 2025		FYE 2026	
	Actual	Adopted	% Diff	Proposed	% Diff	Proposed ¹	% Diff	
Salaries & Benefits	\$ 13,439,142	\$ 16,490,000	22.7%	\$ 17,245,000	4.6%	\$ 18,404,000	6.7%	
Operations	\$ 9,879,299	\$ 10,923,300	10.6%	\$ 11,506,000	5.3%	\$ 11,999,000	4.3%	
Capitalized Operating Expenditures ²	\$ (2,075,965)	\$ (1,400,000)	-32.6%	\$ (1,732,000)	23.7%	\$ (1,911,000)	10.3%	
Total	\$ 21,242,476	\$ 26,013,300	22.5%	\$ 27,019,000	3.9%	\$ 28,492,000	5.5%	

¹ Includes addition of (1) New FTE for Human Resources Sr Administrative Analyst per District's staffing analysis

² Includes District overhead costs for Elfin Forest Recreational Reserve

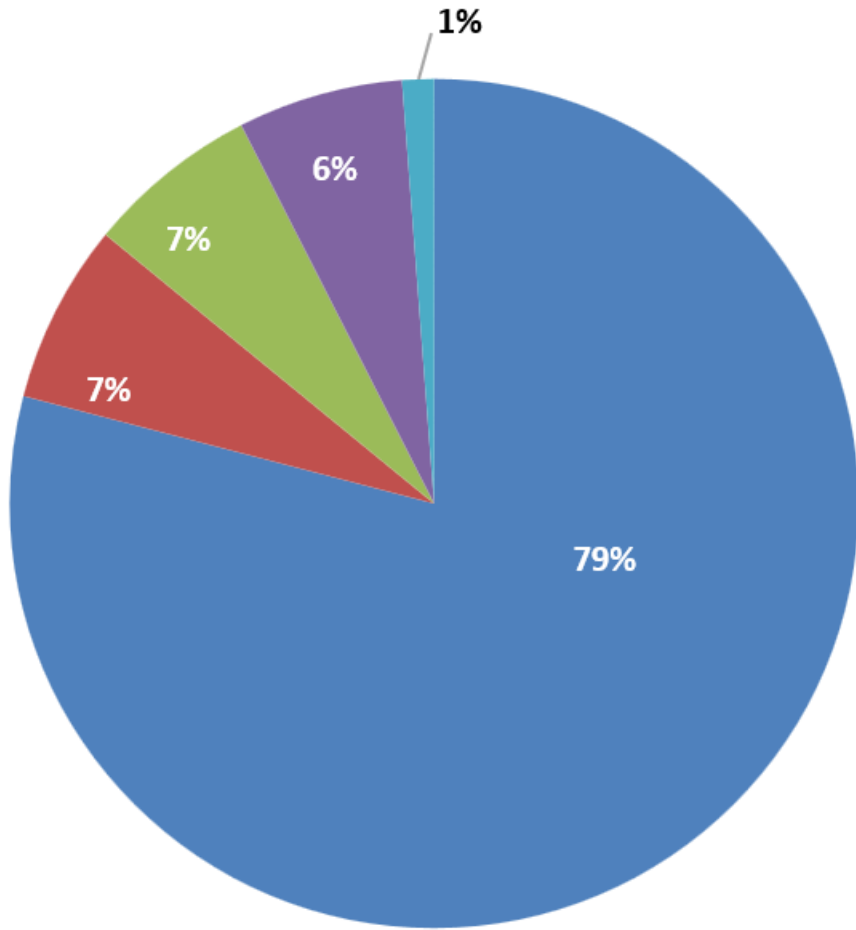
Operating Costs by Type*								
	FYE 2023		FYE 2024		FYE 2025		FYE 2026	
	Actual	Adopted	% Diff	Proposed	% Diff	Proposed	% Diff	
G&A	\$ 1,713,922	\$ 1,930,300	13%	\$ 2,061,000	6.8%	\$ 2,105,000	2.1%	
Maintenance	\$ 1,555,906	\$ 1,913,000	23%	\$ 1,894,000	-1.0%	\$ 1,933,000	2.1%	
Supplies	\$ 2,257,399	\$ 2,445,000	8%	\$ 2,537,000	3.8%	\$ 2,645,000	4.3%	
Outside Services	\$ 2,123,586	\$ 2,273,000	7%	\$ 2,458,000	8.1%	\$ 2,530,000	2.9%	
Consulting	\$ 405,257	\$ 554,000	37%	\$ 513,000	-7.4%	\$ 669,000	30.4%	
Utilities	\$ 1,823,230	\$ 1,808,000	-1%	\$ 2,043,000	13.0%	\$ 2,117,000	3.6%	
	\$ 9,879,299	\$ 10,923,300	11%	\$ 11,506,000	5.3%	\$ 11,999,000	4.3%	

*Excludes Salaries & Benefits and Capitalized Operating Expenses



FYE 2025 & 2026 Sources of Funds

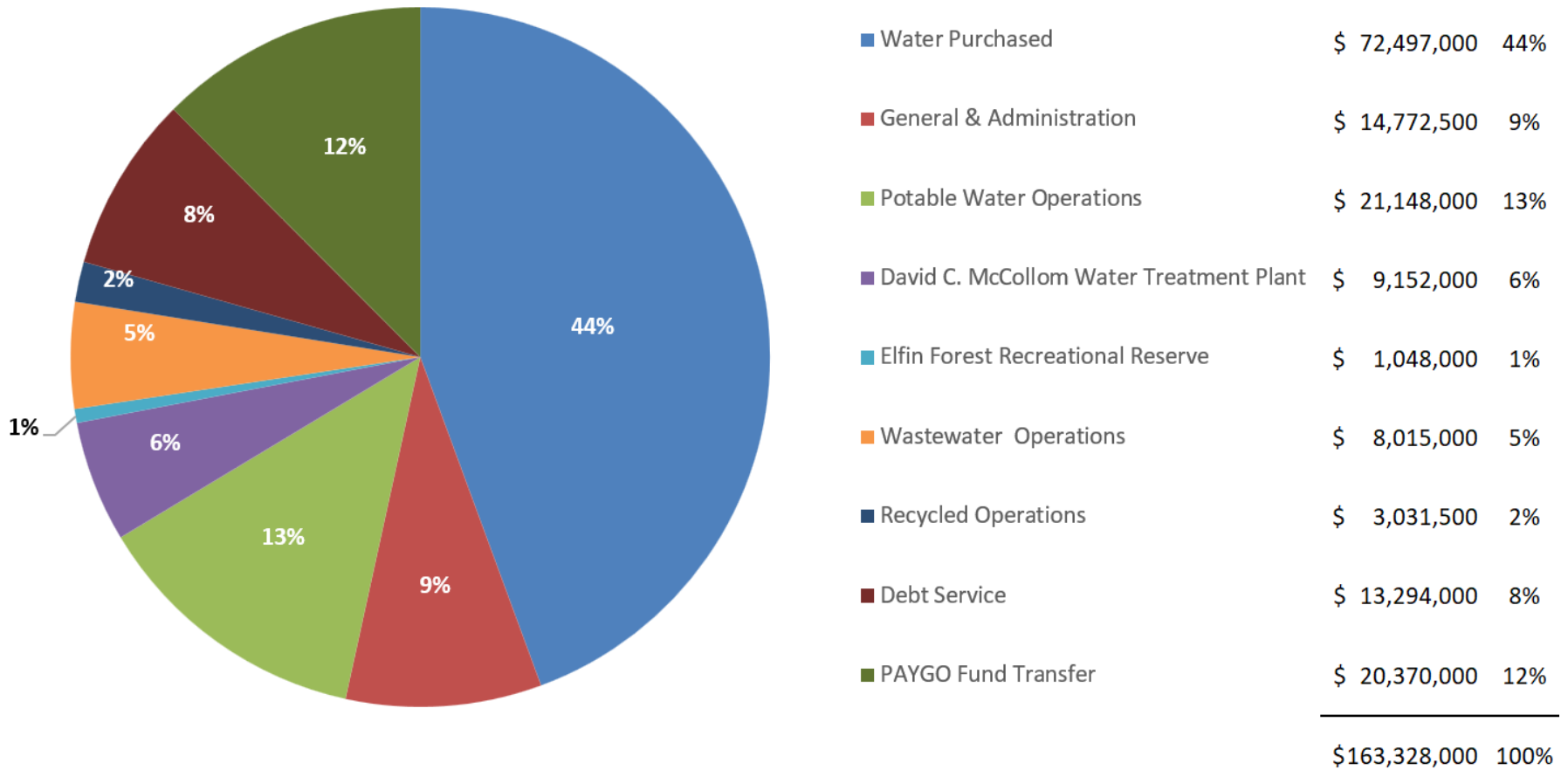
FYE 2025 & 2026 Revenues (\$175.4 million)*



■ Potable Water Operations	\$ 138,715,000	79%
■ Wastewater Operations	\$ 12,010,000	7%
■ Recycled Water Operations	\$ 11,535,000	7%
■ Capacity Fees	\$ 11,049,000	6%
■ Debt Service	\$ 2,118,000	1%
	<u>\$ 175,427,000</u>	<u>100%</u>

FYE 2025 & 2026 Uses of Funds

FYE 2025 & 2026 Expenditures (\$163.3 million)*

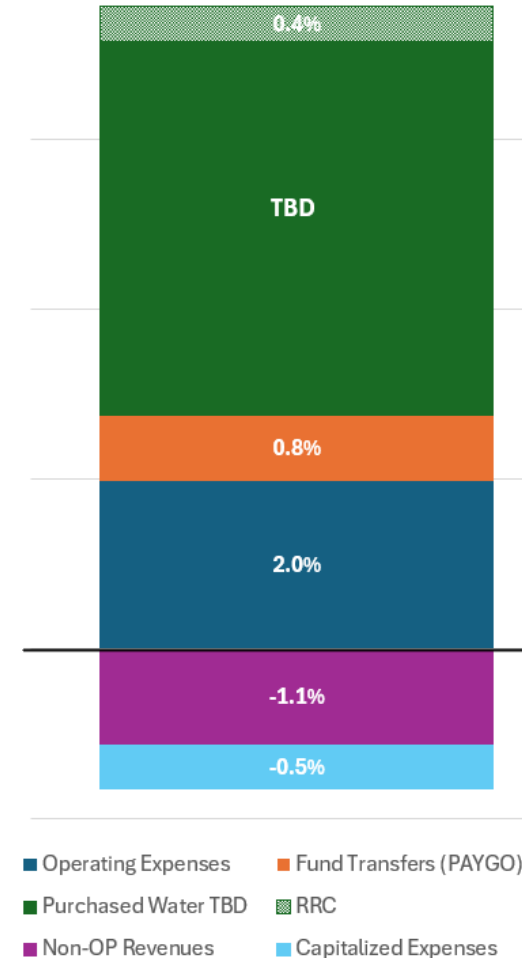


*Total may not add up to 100% due to rounding.

2025 Rate Driver Impacts

Purchased Water Costs ~ 49% of total O&M

- 💧 **Water Supply Costs (TBD)**
 - 💧 Increases in potable and recycled purchased water cost from SDCWA and other water suppliers
 - 💧 Rate Reimbursement Credit as a temporary offset to Water Supply Cost Increases ~0.4% (Board discretion)
- 💧 **Operating Department Budget (2.0%)**
 - 💧 Personal Salaries and Benefits costs
 - 💧 Supplies, outside services, and consultants
 - 💧 Property Insurance
- 💧 **PAYGO and Fund Transfers (0.8%)**
 - 💧 Adopted Board Financial Policies
 - 💧 Transfers to fund capital reserves to pay for CIP
 - 💧 Transfers to Pension Stabilization Fund
- 💧 **Offsetting Revenues (-1.1%)**
 - 💧 Property Tax Revenue
- 💧 **Capitalized Expenses (-0.5%)**
 - 💧 Reduce operating department budget
 - 💧 Amortize over assets' life



Cost Reductions included in this Budget

- ◆ Reprioritization of non-critical projects to minimize risk
- ◆ Deferral of Water and Wastewater CIP
 - ◆ Water: San Dieguito Groundwater Desalination Project, less critical WTP, postponed pipeline and PRS, postponed or reduced recommended recurring.
 - ◆ Wastewater: \$6MM in less critical projects deferred to years 11 & 12
- ◆ Deferral of several equipment purchases
- ◆ Unfilled two (2) positions, delayed one (1) new FTE until FY 2026
 - ◆ Use interns and temporary labor
- ◆ Renegotiating recycled water purchased agreements
- ◆ The DRAFT FY 2025 operating budget includes:
 - ◆ a 2.6% reduction in OMWD O&M expenses compared to original staff proposed budget, or
 - ◆ a 1.1% reduction in total O&M, net of capitalized expenses, compared to original staff proposed budget
 - ◆ FY 2024 Total Approved Budget, net of capitalized expenses: \$26.013 million
- ◆ Pursue other revenue sources to offset increased capital expenditures
 - ◆ Selling of District Parcels - \$1.15MM
 - ◆ State and Federal Grants - \$4.3MM
 - ◆ Title 16 and Department of Parks and Recreation

FY 2025 & FY 2026

DRAFT Operating Budget – All Funds

Description	FYE 2023 Actual	FYE 2024 Approved*	FYE 2025 Proposed	% Change From FYE '24 Approved*	FYE 2026 Proposed	% Change From FYE '25 Proposed
<u>Operating Revenues</u>						
Potable Water Operations	50,523,048	58,721,000	60,542,000	3.10%	63,888,000	5.53%
Wastewater Operations	5,621,985	5,390,000	5,725,000	6.22%	6,040,000	5.50%
Recycled Water Operations	4,195,495	5,645,000	5,314,000	-5.86%	5,578,000	4.97%
Total Operating Revenues	60,340,528	69,756,000	71,581,000	2.62%	75,506,000	5.48%
<u>Non-operating Revenues</u>						
Fund Potable Water - Property Tax	4,577,755	4,250,000	4,600,000	8.24%	4,650,000	1.09%
Water - Investment and Other **	2,154,473	2,321,200	2,672,000	15.11%	1,310,000	-50.97%
Debt Service	1,269,218	1,044,000	1,057,000	1.25%	1,061,000	0.38%
Wastewater - Investment and Other **	77,675	29,000	144,000	396.55%	101,000	-29.86%
Recycled - Investment and Other	238,091	225,000	368,000	63.56%	275,000	-25.27%
Capital Contributions from Others***	5,227,059	3,227,000	6,045,000	87.33%	5,004,000	-17.22%
Total Revenues	73,884,799	80,852,200	86,467,000	6.94%	87,907,000	1.67%
<u>Operating Expenses</u>						
Purchased Potable Water Cost	28,174,119	31,775,000	33,906,000	6.71%	34,815,000	2.68%
Purchased Recycled Water Cost, net of credit	1,435,662	1,470,000	2,102,000	42.99%	1,674,000	-20.36%
Potable Water Operations	19,350,887	22,665,300	23,856,500	5.26%	25,306,000	6.08%
Wastewater Operations	2,855,855	3,269,000	3,397,000	3.92%	3,548,000	4.45%
Elfin Forest Recreational Reserve (Park) Operations	387,116	451,000	538,000	19.29%	510,000	-5.20%
Recycled Water Operations	1,151,219	1,293,000	1,252,500	-3.13%	1,306,000	4.27%
Less: Capitalized Operating Expenditures	(2,290,021)	(1,615,000)	(1,975,000)	22.29%	(2,128,000)	7.75%
Transfer To (From) Other Fund Balances	10,190,000	8,700,000	11,203,000	28.77%	9,167,000	-18.17%
Total Operating Expenses	61,254,837	68,008,300	74,280,000	9.22%	74,198,000	-0.11%
<u>Non-operating Expenses</u>						
Loan and Debt Service Payments	6,100,892	6,420,000	6,420,000	0.00%	6,874,000	7.07%
Water Other Non-Operating Expense	1,710,306	523,000	778,000	48.76%	778,000	0.00%
Wastewater Other Non-Operating Expense	133,321	-	-	0.00%	-	0.00%
Total Expenses	69,199,356	74,951,300	81,478,000	8.71%	81,850,000	0.46%
Net Income	4,685,443	5,900,900	4,989,000	-15.45%	6,057,000	21.41%

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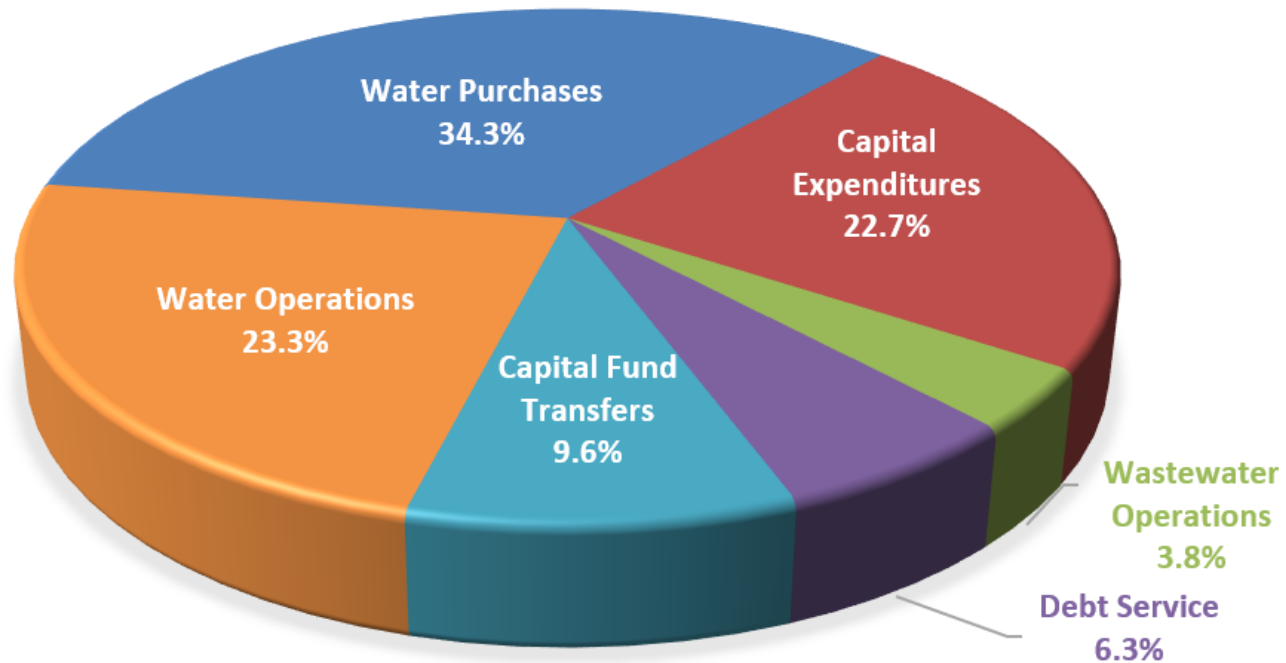
* Amended budget amounts approved by the Board at mid-year review.

** Includes sale of district parcels, rebates, and investment income on all reserve funds, excluding capital.

*** Includes cap fees from developers, grant funding and investment income on capital reserve funds.

FY 2025 & FY 2026 DRAFT Operating and Capital Expenditures

FISCAL YEARS 2025 & 2026 EXPENDITURES BY COST CATEGORY (\$211 MILLION)*



* Total may not add up to 100% due to rounding.

Capital Expenditures and Spending Plan

**FY 2025 & FY 2026
Biennial Budget**

Capital Expenditures Summary

Fiscal Years 2025 and 2026

- 💧 Annual Capital Item/Equipment Purchases – less than \$500k FY 2025, less than \$600k FY 2026 (slides 20 and 21)
- 💧 Proposed Fiscal Years 2025 and 2026 Capital Improvement Projects (CIP) Spending Plan
 - 💧 Use 3% capital inflation starting Fiscal Year 2025
- 💧 CIP planned spending of approx. \$46.6 million projected in Fiscal Years 2025 and 2026 (slide 24)
 - 💧 Of the \$46.6 million proposed forecast spending in CIP, approximately \$15.3 million in unspent capital expenditures approved by the Board from prior budget due to construction delays (slide 22)

DRAFT FY 2025 – Equipment Purchases

Asset Class	Qty.	Item Description	Budget Amount	Source of Funds *			
				Potable Water	Wastewater	Recycled Water	
Shop and Field Equipment Project # D139820 - Potable Water Project # D739820 - Wastewater Project # D839820- Recycled Water	1	Forklift for 4S WRF (Replacement)	36,000	-	22,000	14,000	
	1	SXS Honda Pioneer 700 side-by-side (New)	20,000	18,000	-	2,000	
	10	Leak Detection Equipment (Replacement)	17,000	15,000	-	2,000	
	2	Mobiltext Remote Monitor Unit (New)	6,000	6,000	-	-	
	1	CX36B Mini Excavator (New)	100,000	90,000	5,000	5,000	
	Subtotal Shop and Field Equipment			\$ 179,000	\$ 129,000	\$ 27,000	\$ 23,000
Automotive Equipment Project # D139830 - Potable Water Project # D739830 - Wastewater Project # D839830- Recycled Water	1	Ford F-650 Dump Truck (Replacement)	150,000	128,000	8,000	14,000	
	1	Ford F-250 for Sys Ops (Replacement)	60,000	51,000	3,000	6,000	
	Subtotal Automotive Equipment			\$ 210,000	\$ 179,000	\$ 11,000	\$ 20,000
Computer Hardware/Software Project # D139860- Potable Water Project # D739860 - Wastewater Project # D839860 - Recycled Water	9	Desktop Computers	16,000	16,000	-	-	
	14	Laptops	28,000	28,000			
	2	Servers	20,000	20,000			
	3	Desktop Computers	6,000			6,000	
	2	Desktop Computers	4,000		4,000		
	2	Laptops	4,000		4,000		
Subtotal Computer Hardware/Software			\$ 78,000	\$ 64,000	\$ 8,000	\$ 6,000	
TOTAL				\$ 467,000	\$ 372,000	\$ 46,000	\$ 49,000

* Capital item funding sources are allocated based on percentage of use of each asset.

DRAFT FY 2026 - Equipment Purchases

Asset Class	Qty.	Item Description	Budget Amount	Source of Funds *		
				Potable Water	Wastewater	Recycled Water
Shop and Field Equipment Project # D139820 - Potable Water Project # D739820 - Wastewater Project # D839820- Recycled Water	11	Automated External Defibrillators (AED Machines)	23,000	19,000	4,000	-
	10	Leak Detection Equipment (Replacement)	17,000	15,000	-	2,000
Subtotal Shop and Field Equipment			\$ 40,000	\$ 34,000	\$ 4,000	\$ 2,000
Automotive Equipment Project # D139830 - Potable Water Project # D739830 - Wastewater Project # D839830- Recycled Water	1	Crew Truck for Operations (Replacement)	250,000	213,000	13,000	24,000
	1	PV 500 Vacuum Excavator Trailer (Replacement)	100,000	90,000	5,000	5,000
	1	F-450 Flatbed Truck for Operations (Replacement)	75,000	64,000	4,000	7,000
	2	Mobiltext Remote Monitor Unit (New)	6,000	6,000	-	-
Subtotal Automotive Equipment			\$ 431,000	\$ 373,000	\$ 22,000	\$ 36,000
Computer Hardware/Software Project # D139860- Potable Water Project # D739860 - Wastewater Project # D839860 - Recycled Water	6	Potable Desktop Computers	11,000	11,000	-	-
	9	Potable Laptops	20,000	20,000	-	-
	3	Potable Servers	35,000	35,000	-	-
	3	Wastewater Desktop Computers	6,000	-	6,000	-
	4	Wastewater Laptops	8,000	-	8,000	-
	1	Wastewater Servers	10,000	-	10,000	-
	1	Recycled Desktop Computers	2,000	-	-	2,000
	2	Recycled Laptops	5,000	-	-	5,000
Subtotal Computer Hardware/Software			\$ 97,000	\$ 66,000	\$ 24,000	\$ 7,000
TOTAL			\$ 568,000	\$ 473,000	\$ 50,000	\$ 45,000

* Capital item funding sources are allocated based on percentage of use of each asset.

Unspent Capital from Prior Budget Included in FY 2025 Appropriation

Project Name	Cumulative Appropriation Through FY 2024	Estimated Unspent Capital from Prior Budget	Add New FY 2025 Appropriation	Total FY 2025 Appropriation
Calle Barcelona, VP, & Summerhill HOA Exten	\$ 4,145,000	\$ 3,153,000	\$ -	\$ 3,153,000
Headworks Screening System Improvements	\$ 619,000	\$ 165,000	\$ 2,600,000	\$ 2,765,000
DCMWTP 4th Stage Centrifuge Addition	\$ 3,340,000	\$ 2,716,000	\$ -	\$ 2,716,000
RSF Unit A North PL Repl	\$ 2,094,000	\$ 1,432,000	\$ -	\$ 1,432,000
District-Wide PLC Replacements (WW)	\$ 1,456,000	\$ 1,235,000	\$ -	\$ 1,235,000
District-Wide PLC Replacements (PW/RCW)	\$ 1,466,000	\$ 1,210,000	\$ -	\$ 1,210,000
Rehab Neighborhood 1 Pump Station	\$ 8,132,000	\$ 1,200,000	\$ -	\$ 1,200,000
Gardendale PRS Replacement	\$ 960,000	\$ 827,000	\$ 150,000	\$ 977,000
Village Park PRS Replacement	\$ 960,000	\$ 814,000	\$ 150,000	\$ 964,000
Encinitas Blvd Pipeline Inspection and Rehab	\$ 145,000	\$ 137,000	\$ 537,000	\$ 674,000
DCMWTP Raw Water Equal (RWEQ) Tanks Rehab	\$ 250,000	\$ 232,000	\$ 431,000	\$ 663,000
Tank Safety Improvements	\$ 590,000	\$ 492,000	\$ -	\$ 492,000
San Dieguito Valley Groundwater Desalination Plant (Yellow Sched.)	\$ 6,662,000	\$ 50,000	\$ 367,000	\$ 417,000
EFRR Parking Lot Expansion	\$ 218,000	\$ 109,000	\$ 258,000	\$ 367,000
Unit B & K Rehab	\$ 562,000	\$ 327,000	\$ -	\$ 327,000
Rancho La Cima/Aliso Canyon PL Relocation	\$ 165,000	\$ 102,000	\$ 150,000	\$ 252,000
CIS Infinity System Upgrade	\$ 38,500	\$ 35,000	\$ 178,000	\$ 213,000
Palms I and II Reservoirs Replacemt	\$ 223,000	\$ 144,000	\$ 50,000	\$ 194,000
Fleet Electrification Project (PW/RCW)	\$ 150,000	\$ 107,000	\$ 60,000	\$ 167,000
Wanket RW Reservoir Rehabilitation	\$ 150,000	\$ 132,000	\$ 25,000	\$ 157,000
Golem 14" Pipeline Inspection and Rehab	\$ 150,000	\$ 133,000	\$ -	\$ 133,000
DCMWTP 2nd Stage Membrane Train Overhaul	\$ 232,500	\$ 87,000	\$ 25,000	\$ 112,000
Manchester Recycled Pipeline Ext.	\$ 150,000	\$ 112,000	\$ -	\$ 112,000
PW and RCW Master Plan Update	\$ 583,000	\$ 111,000	\$ -	\$ 111,000
District Wide Scada Upgrades	\$ 256,000	\$ 89,000	\$ -	\$ 89,000
District Wide Physical Security Improvements	\$ 150,000	\$ 75,000	\$ -	\$ 75,000
DCMWTP Chlorine Gen Rm Lining Rehab	\$ 145,000	\$ 73,000	\$ -	\$ 73,000
4S WRF SCADA Upgrades (Inductive Automation)	\$ 64,000	\$ 5,000	\$ -	\$ 5,000
Total	\$ 34,056,000	\$ 15,304,000 ⁽¹⁾	\$ 4,981,000	\$ 20,285,000

⁽¹⁾ Includes approximately \$8MM in encumbered funds

Add New CIP & Recurring	\$ -	\$ -	\$ 9,565,000	\$ 9,565,000
Total Fiscal Year 2025 CIP with FY 2024 Unspent Capital			\$ 14,546,000	\$ 29,850,000

Summary of Significant Projects (>\$1MM) and Funding Source

Project Name	Cumulative Appropriation Thru FY 2026	Funding Source
Rehab Neighborhood 1 Pump Station	8,132,000	Wastewater Capital Fund & Grants
San Dieguito Valley Groundwater Desalination Plant (Yellow Sched.)	7,373,000	Cap Fees & Grants
Calle Barcelona, VP, & Summerhill HOA Exten	4,145,000	Recycled Capital Fund & Grants
Headworks Screening System Improvements	3,369,000	Wastewater Capital Fund
DCMWTP 4th Stage Centrifuge Addition	3,340,000	Potable Capital Fund
DCMWTP 1st Stage Beam Replacement	2,206,000	Potable Capital Fund
Unit B & K Rehab	2,142,000	Potable Capital Fund
RSF Unit A North PL Repl	2,094,000	Potable Capital Fund
Palms I and II Reservoirs Replacemt	1,788,000	Potable Capital Fund
DCMWTP 2nd Stage Basin Rehab and Beam Replacement	1,784,000	Potable Capital Fund
District-Wide PLC Replacements (PW/RCW)	1,466,000	Potable Capital Fund
District-Wide PLC Replacements (WW)	1,456,000	Wastewater Capital Fund
EFRR Parking Lot Expansion	1,386,000	Potable Capital Fund & Grants
Dusty Trail PL Replacement	1,180,000	Potable Capital Fund
Gardendale PRS Replacement	1,110,000	Potable Capital Fund
Village Park PRS Replacement	1,110,000	Potable Capital Fund

Fiscal Years 2025 & 2026 Appropriation Summary

Project Type	# Projects	Revised FY 2025 & 2026 Appropriations	Original FY 2025 & 2026 Appropriations	\$ Increase or (\$) Decrease
Multi	26	\$ 18,879,000	\$ 29,408,000	(\$ 10,529,000) ⁽¹⁾
Recurring	27	\$ 9,559,000	\$ 8,931,000	\$ 628,000 ⁽²⁾
Delayed	14	\$ 11,147,000	\$ -	\$ 11,147,000 ⁽³⁾
New	12	\$ 7,008,000	\$ -	\$ 7,008,000 ⁽⁴⁾
	79	\$ 46,593,000	\$ 38,339,000	\$ 8,254,000

⁽¹⁾ Decrease primarily due to deceleration of Desal project partially offset by increased costs in other CIPs and unspent appropriations from prior budget period.

⁽²⁾ Increase primarily due to addition of new recurring projects for aging infrastructure.

⁽³⁾ Includes unspent appropriations from prior budget period. See slide 22 for more details.

⁽⁴⁾ New CIP projects starting in FY 2025 and FY 2026 that were not included in original 10 year CIP.

Fiscal Years 2025 & 2026

New Multi-Year CIPs

Project Name	Fund	FY 2025	FY 2026	Total
DCMWTP 2nd Stage Basin Rehab and Beam Replacement	Potable	1,784,000	-	1,784,000
Bridge Crane Rehabilitation and Mods	Potable	65,000	-	65,000
DCMWTP Inlet Strainer MOV Actuator Replacement	Potable	61,000	-	61,000
DCMWTP 1st Stage Beam Replacement	Potable	560,000	1,646,000	2,206,000
DCMWTP Combined Filter Influent & Backwash Pipe Replacement	Potable	184,000	539,000	723,000
DCMWTP Fluoride Room, Permeate Pump Stanchion, Bldg Rehab	Potable	-	142,000	142,000
Replace Main Switchboard S (MSB-S) and Automatic Transfer Switch	Recycled	75,000	439,000	514,000
Replace WRF Electrical Conduits, Enclosures, and Lighting	Recycled	22,000	125,000	147,000
Upgrade Filter Electrical	Recycled	17,000	101,000	118,000
Off-Spec and High Flow Diversion Pipeline	Wastewater	366,000	25,000	391,000
Del Dios SPS Structural Improvements	Wastewater	139,000	634,000	773,000
Neighborhood #3 Liner Improvements	Wastewater	-	84,000	84,000
Total		3,273,000	3,735,000	7,008,000

San Dieguito Valley Groundwater Desalination Plant with Staff Recommended Option

Schedule	Cumulative Appropriation Through FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034	Total Spent
Green Schedule (Go)	\$ 6,662,000	\$ 2,813,000	\$ 6,345,000	\$ 21,371,000	\$ 21,371,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 58,562,000
Yellow Schedule (Delay)	\$ 6,662,000	\$ 367,000	\$ 344,000	\$ 1,146,000	\$ 1,921,000	\$ 3,098,000	\$ 2,922,000	\$ 1,814,000	\$ 28,010,000	\$ 29,153,000	\$ -	\$ 75,437,000
Red Schedule (Stop)	\$ 6,662,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,662,000

Staff recommends Yellow schedule which is included throughout the capital expenditure graphs and CIP tables included in today's presentation.

Staff does not recommend Red Option, which is Red Schedule, as it puts already committed grant funding at risk.

Finance Committee concurred with Yellow Schedule.

Capital Improvement Projects Spending Plan Water (Potable & Recycled) (1 of 3)

Project Description	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034
Potable Water Capital Improvement Projects										
(1) DCMWTP 4th Stage Centrifuge Addition	2,716,000	-	-	-	-	-	-	-	-	-
New DCMWTP 2nd Stage Basin Rehab and Beam Replacement	1,784,000	-	-	-	-	-	-	-	-	-
(1) RSF Unit A North PL Repl	1,432,000	-	-	-	-	-	-	-	-	-
(1) District-Wide PLC Replacements (PW/RCW)	1,210,000	-	-	-	-	-	-	-	-	-
(1) Gardendale PRS Replacement	977,000	-	-	-	-	-	-	-	-	-
(1) Village Park PRS Replacement	964,000	-	-	-	-	-	-	-	-	-
(1) Advanced Metering Infrastructure (AMI)	715,000	-	-	-	-	-	-	-	-	-
(1) Encinitas Blvd Pipeline Inspection and Rehab	674,000	-	-	-	-	-	-	-	-	-
(1) DCMWTP Raw Water Equal (RWEQ) Tanks Rehab	663,000	-	-	-	-	-	-	-	-	-
(1) Rancho La Cima/Aliso Canyon PL Relocation	252,000	-	-	-	-	-	-	-	-	-
(1) Golem 14" Pipeline Inspection and Rehab	133,000	-	-	-	-	-	-	-	-	-
(1) PW and RCW Master Plan Update	111,000	-	-	-	-	550,000	-	-	-	-
(1) Tank Safety Improvements	492,000	-	-	-	-	-	-	-	200,000	700,000
(1) District Wide Scada Upgrades	89,000	-	-	-	-	-	-	-	-	-
(1) District Wide Physical Security Improvements	75,000	-	-	-	-	-	-	-	-	-
(1) DCMWTP Chlorine Gen Rm Lining Rehab	73,000	-	-	-	-	-	-	-	-	-
New Bridge Crane Rehabilitation and Mods	65,000	-	-	-	-	-	-	-	-	-
New DCMWTP Inlet Strainer MOV Actuator Replacement	61,000	-	-	-	-	-	-	-	-	-
New DCMWTP 1st Stage Beam Replacement	560,000	1,646,000	-	-	-	-	-	-	-	-
(1) Unit B & K Rehab	327,000	1,580,000	-	-	-	-	-	-	-	-
(1) Palms I and II Reservoirs Replacem	194,000	1,515,000	-	-	-	-	-	-	-	-
Dusty Trail PL Replacement	120,000	1,060,000	-	-	-	-	-	-	-	-
(1) EFRR Parking Lot Expansion	367,000	910,000	-	-	-	-	-	-	-	-
New DCMWTP Combined Filter Influent & Backwash Pipe Replacement	184,000	539,000	-	-	-	-	-	-	-	-
(1) CIS Infinity System Upgrade	213,000	184,000	-	-	-	-	-	-	-	-
(1) Fleet Electrification Project (PW/RCW)	167,000	750,000	1,490,000	-	-	-	-	-	-	-
(1) DCMWTP 2nd Stage Membrane Train Overhaul	112,000	100,000	100,000	-	-	-	-	-	-	-
Harris Ranch Right-of-Way Acquisition	-	150,000	-	-	-	-	-	-	-	-
New DCMWTP Fluoride Room, Permeate Pump Stanchion, Bldg Rehab	-	142,000	-	-	-	-	-	-	-	-
RSF Rd Pipeline Inspection	-	164,000	524,000	-	-	-	-	-	-	-
Del Lago PRS Replacement	-	123,000	846,000	-	-	-	-	-	-	-
DCMWTP BWWEQ Tank Rehab	-	-	625,000	-	-	-	-	-	-	-
DCMWTP FCV Actuators Replacement	-	-	322,000	-	-	-	-	-	-	-
DCMWTP 1st Stage Basins Rehab	-	-	1,368,000	1,368,000	1,368,000	1,368,000	1,368,000	-	-	-
Gaty I Reservoir Decommissioning	-	-	-	398,000	-	-	-	-	-	-
DCMWTP Brine Area Rehab	-	-	-	201,000	-	-	-	-	-	-
DCMWTP Plate Settler Coating Rehab	-	-	-	134,000	-	-	-	-	-	-
Unit B & K EM CCTV Inspect & Rehab Phase 2	-	-	-	412,000	1,838,000	-	-	-	-	-
DCMWTP Sodium Hypochlorite Room Rehab	-	-	-	-	103,000	-	-	-	-	-
DCMWTP HVAC Replacement	-	-	-	-	48,000	-	-	-	-	-
SE #1 PRS Replacement	-	-	-	-	135,000	936,000	-	-	-	-
DCMWTP RWEQ BFVs Replacement Project	-	-	-	-	-	556,000	-	-	-	-
DCMWTP General WTP Inspect & Cond Assessment	-	-	-	-	-	500,000	-	-	-	-
DCMWTP Septic Pipe Relining & Drain Pipe Cleaning	-	-	-	-	-	500,000	-	-	-	-

(1) These projects are carried over from the prior year and have incurred costs prior to FYE 2025
 New Projects started in FY 2025 and FY 2026 that were not included in original 10-year CIP schedule

Capital Improvement Projects Spending Plan Water (Potable & Recycled) (2 of 3)

Project Description	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034
Potable Water Capital Improvement Projects - Continued										
Concrete Tank Condition Assessment	-	-	-	-	-	275,000	-	-	-	-
OMWD Parking and Access Improvements	-	-	-	-	-	255,000	-	-	-	-
DCMWTP WTP Repl Main Compressors	-	-	-	-	-	194,000	-	-	-	-
DCMWTP WTP Replace Strainer Isolation Valves	-	-	-	-	-	90,000	-	-	-	-
Long-term Pipeline Budget per HDR	-	-	-	-	-	50,000	-	-	-	-
DCMWTP Replace Chemical Storage Systems	-	-	-	-	-	215,000	222,000	228,000	-	-
DCMWTP Replace Chemical Feed Systems	-	-	-	-	-	100,000	103,000	106,000	-	-
DCMWTP Backpulse Tanks Replacement Project	-	-	-	-	-	-	926,000	-	-	-
DCMWTP Plate Settlers MOV Actuators Replacement	-	-	-	-	-	-	35,000	-	-	-
Encinitas Blvd Pipeline Replacement	-	-	-	-	-	-	710,000	5,280,000	2,110,000	-
DCMWTP Sodium Hypochlorite Generation System Rehab	-	-	-	-	-	-	-	850,000	-	-
DCMWTP Replace Strainers	-	-	-	-	-	-	-	-	862,000	-
Replace Maryloyd Pump Station	-	-	-	-	-	-	-	-	510,000	-
RSF Rd Pipeline Replacement	-	-	-	-	-	-	-	-	655,000	675,000
Quail Gardens PRS Replacement	-	-	-	-	-	-	-	-	152,000	1,075,000
Via Valle Verde PRS Replacement	-	-	-	-	-	-	-	-	152,000	1,075,000
Gano Reservoir Improvements	-	-	-	-	-	-	-	-	27,000	178,000
Berk Reservoir Improvements	-	-	-	-	-	-	-	-	9,000	53,000
DCMWTP Bridge Crane Coating Rehab	-	-	-	-	-	-	-	-	-	113,000
Total Potable Water Capital Improvement Projects	14,730,000	8,863,000	5,275,000	2,513,000	3,492,000	5,589,000	3,364,000	6,464,000	4,677,000	3,869,000
Potable Water Recurring Replacement Projects										
Network Security	100,000	104,000	109,000	114,000	119,000	124,000	129,000	133,000	137,000	141,000
Replace Pumps and Motors	175,000	180,000	185,000	191,000	197,000	203,000	209,000	215,000	221,000	228,000
Replace Potable Meters	830,000	927,000	849,000	874,000	900,000	927,000	955,000	984,000	1,014,000	1,044,000
Replace Pipelines	500,000	515,000	530,000	546,000	562,000	579,000	596,000	614,000	632,000	651,000
Replace Valves	750,000	773,000	796,000	820,000	845,000	870,000	896,000	923,000	951,000	980,000
Steel Mains Protection	304,000	313,000	322,000	332,000	342,000	352,000	363,000	374,000	385,000	397,000
Replace Meter Anodes	158,000	163,000	168,000	173,000	178,000	183,000	188,000	194,000	200,000	206,000
Rehab Concrete Tanks	25,000	26,000	27,000	28,000	29,000	30,000	31,000	32,000	33,000	34,000
Replace PRS Valves	54,000	56,000	58,000	60,000	62,000	65,000	68,000	71,000	73,000	75,000
Replace DCM WTP Membranes	936,000	973,000	1,012,000	1,052,000	1,094,000	1,138,000	1,184,000	1,231,000	1,280,000	1,331,000
WTP Misc Equipment and Instrumentation Replacement	100,000	106,000	115,000	124,000	134,000	145,000	157,000	170,000	184,000	199,000
WTP Membrane Train Control Wiring Replacement	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000	43,000	44,000
Total Potable Water Recurring Replacement Projects	3,967,000	4,172,000	4,208,000	4,352,000	4,501,000	4,656,000	4,817,000	4,983,000	5,153,000	5,330,000
Total Potable Water CIP (without Groundwater Desal Project)	18,697,000	13,035,000	9,483,000	6,865,000	7,993,000	10,245,000	8,181,000	11,447,000	9,830,000	9,199,000
San Dieguito Valley Groundwater Desalination Plant (Yellow Sched.)	417,000	344,000	1,146,000	1,921,000	3,098,000	2,922,000	1,814,000	28,010,000	29,153,000	-
Total Potable Water CIP (with Groundwater Desal Project)	19,114,000	13,379,000	10,629,000	8,786,000	11,091,000	13,167,000	9,995,000	39,457,000	38,983,000	9,199,000

(1) These projects are carried over from the prior year and have incurred costs prior to FYE 2025

New Projects started in FY 2025 and FY 2026 that were not included in original 10-year CIP schedule

Capital Improvement Projects Spending Plan Water (Potable & Recycled) (3 of 3)

Project Description	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034
Recycled Water Capital Improvement Projects										
(1) Calle Barcelona, VP, & Summerhill HOA Exten	3,153,000	-	-	-	-	-	-	-	-	-
Off-Spec and High Flow Diversion Pipeline	244,000	-	-	-	-	-	-	10,000	40,000	-
(1) Wanket RW Reservoir Rehabilitation	157,000	-	-	-	-	-	-	-	-	-
Santa Fe Valley RW Reservoir Improvements	150,000	-	-	-	-	-	-	-	-	-
(1) Manchester Recycled Pipeline Ext.	112,000	-	-	-	-	-	-	-	-	-
New Replace Main Switchboard S (MSB-S) and Automatic Transfer Switch	75,000	439,000	-	-	-	-	-	-	-	-
New Replace WRF Electrical Conduits, Enclosures, and Lighting	22,000	125,000	-	-	-	-	-	-	-	-
New Upgrade Filter Electrical	17,000	101,000	-	-	-	-	-	-	-	-
Chemical Area Upgrades	-	-	37,000	-	-	-	-	-	-	-
Electrical Equipment Testing and Servicing	-	-	22,000	-	-	-	-	-	-	-
Short Circuit Coordination and Arch Flash Studies	-	-	18,000	-	-	-	-	-	-	-
Rehabilitation of Generator Enclosure Top	-	-	8,000	-	-	-	-	-	-	-
Upgrade Flow Equalization Basins	-	-	382,000	2,227,000	-	-	-	-	-	-
Recycled Water Storage Pond Upgrades	-	-	-	390,000	2,278,000	-	-	-	-	-
Replace Roll-up doors	-	-	-	-	-	91,000	-	-	-	-
Replace Existing Recycled Water Pump Station VFDs	-	-	-	-	-	-	-	243,000	-	-
Site Paving Improvements	-	-	-	-	-	-	-	-	63,000	134,000
Total Recycled Water Recurring Replacement Projects	3,930,000	665,000	467,000	2,617,000	2,278,000	91,000	-	253,000	103,000	134,000
Recycled Recurring Replacement Projects										
Recycled Conversions (formerly Retrofit Potable to Recycled)	65,000	80,000	100,000	73,000	76,000	79,000	82,000	85,000	88,000	91,000
Replace Recycled Meters	30,000	41,000	52,000	54,000	56,000	58,000	60,000	62,000	64,000	66,000
Replace Recycled Pipeline	50,000	52,000	54,000	56,000	58,000	60,000	62,000	64,000	66,000	68,000
Replace Recycled Valves	75,000	77,000	79,000	81,000	83,000	85,000	88,000	91,000	94,000	97,000
4S WRF Physical Security Upgrades	12,000	12,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000	6,000
Small Pump and Motor Replacement Program	80,000	85,000	90,000	96,000	101,000	106,000	109,000	113,000	116,000	120,000
Miscellaneous Equipment Replacement Program	12,000	12,000	14,000	16,000	18,000	7,000	7,000	7,000	7,000	8,000
Valve and Gate Replacement Program	-	10,000	20,000	30,000	40,000	52,000	53,000	55,000	56,000	58,000
Instrumentation Replacement Program	-	-	-	10,000	16,000	33,000	34,000	36,000	36,000	38,000
Mechanical and Yard Piping Replacement Program	-	-	-	16,000	20,000	77,000	80,000	82,000	84,000	87,000
Plant A Rehabilitation	-	-	-	-	-	25,000	26,000	27,000	28,000	28,000
Total Recycled Water Recurring Replacement Projects	324,000	369,000	415,000	438,000	474,000	588,000	607,000	628,000	645,000	667,000
Total Recycled Water CIP	4,254,000	1,034,000	882,000	3,055,000	2,752,000	679,000	607,000	881,000	748,000	801,000
Total Potable Water & Recycled Water CIP	23,368,000	14,413,000	11,511,000	11,841,000	13,843,000	13,846,000	10,602,000	40,338,000	39,731,000	10,000,000

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New Projects started in FY 2025 and FY 2026 that were not included in original 10-year CIP schedule

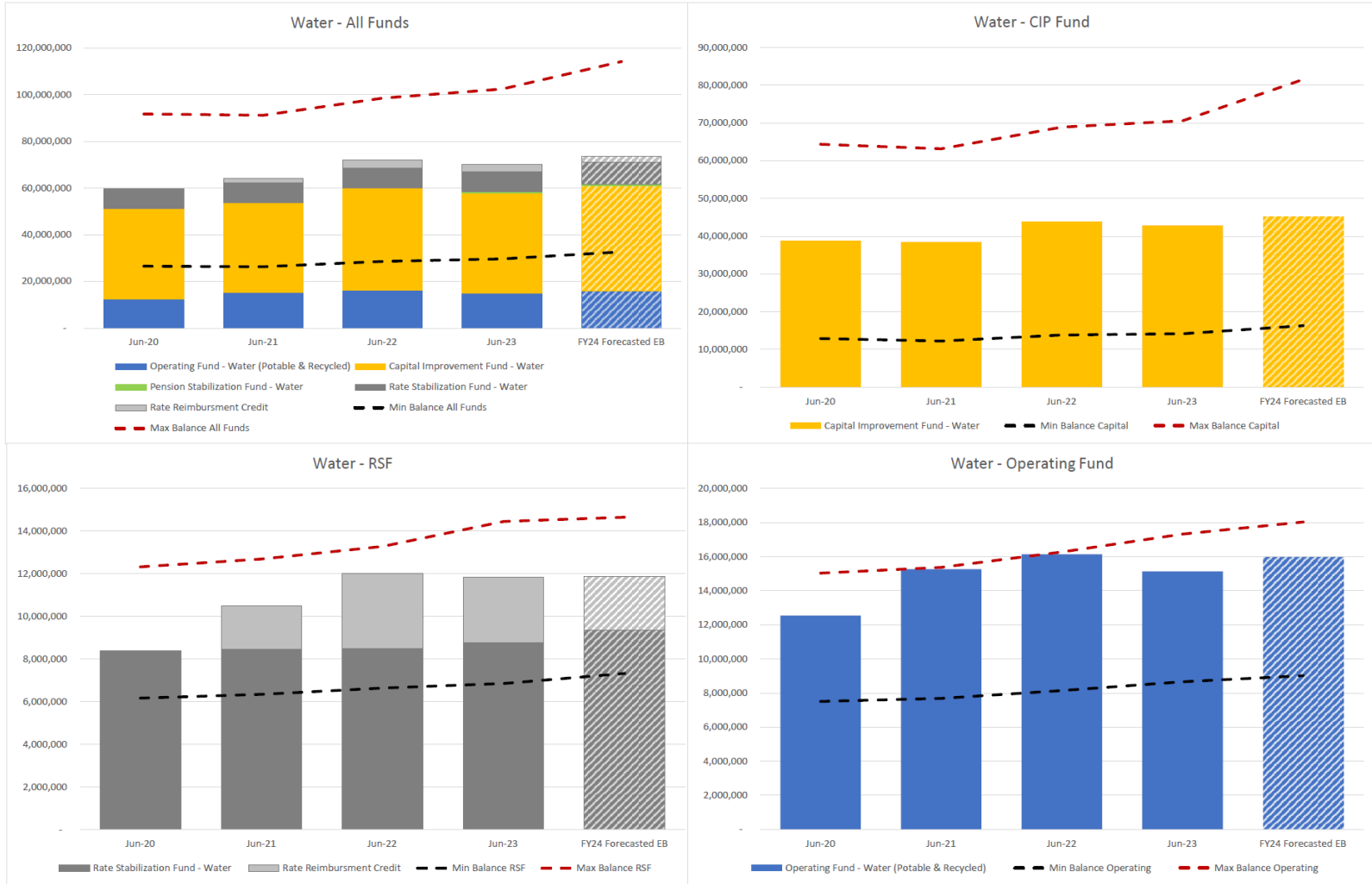
Capital Improvement Projects Spending Plan

Wastewater

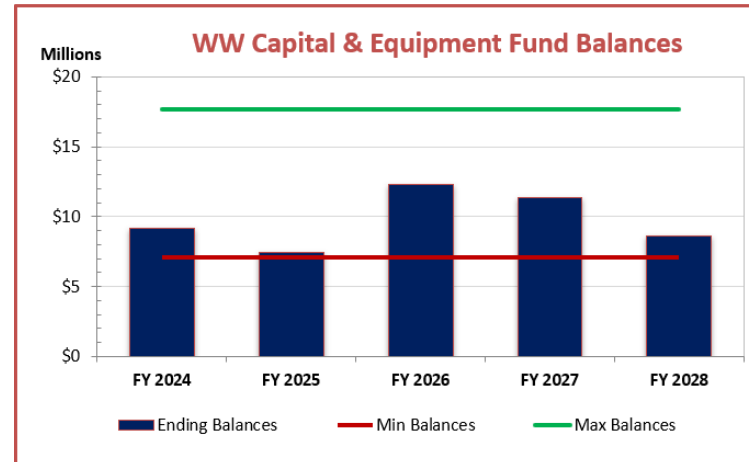
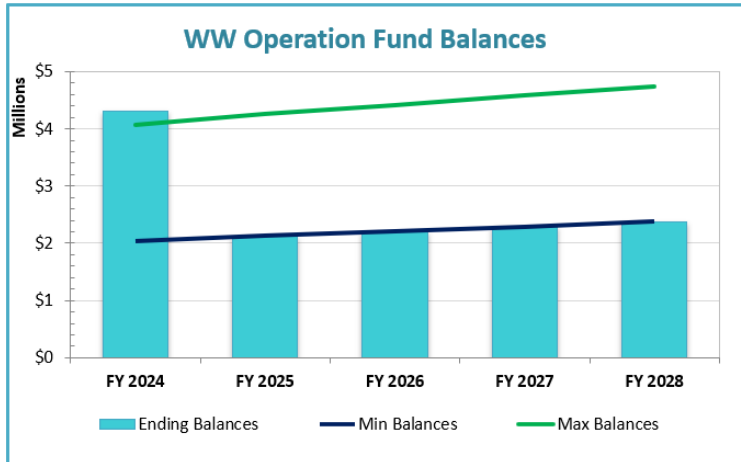
Project Description	FY 2025	FY 2026	FY 2027	FY 2028	FY 2029	FY 2030	FY 2031	FY 2032	FY 2033	FY 2034
Wastewater Capital Improvement Projects										
(1) Headworks Screening System Improvements	2,765,000	150,000	-	-	-	-	-	-	-	-
(1) District-Wide PLC Replacements (WW)	1,235,000	-	-	-	-	-	-	-	-	-
(1) Rehab Neighborhood 1 Pump Station	1,200,000	-	-	-	-	-	-	-	-	-
Replace Existing 75 HP Digester Blower	263,000	-	-	-	-	-	-	-	-	-
(1) Replace Overflow Pond Strainer	25,000	-	-	-	-	-	-	-	-	-
(1) 4S WRF SCADA Upgrades (Inductive Automation)	5,000	-	-	-	-	-	-	-	-	-
New Off-Spec and High Flow Diversion Pipeline	366,000	25,000	-	-	-	-	-	-	-	-
New Del Dios SPS Structural Improvements	139,000	634,000	-	-	-	-	-	-	-	-
Replace Main Switchboard S (MSB-S) and Automatic Transfer Switch	113,000	659,000	-	-	-	-	-	-	-	-
Replace WRF Electrical Conduits, Enclosures, and Lighting	32,000	188,000	-	-	-	-	-	-	-	-
Fleet Electrification (WW)	15,000	187,000	748,000	-	-	-	-	-	-	-
New Neighborhood #3 Liner Improvements	-	84,000	-	-	-	-	-	-	-	-
Replace RAS Pump Station Suction Valves	-	-	68,000	-	-	-	-	-	-	-
Chemical Area Upgrades	-	-	55,000	-	-	-	-	-	-	-
Electrical Equipment Testing and Servicing	-	-	32,000	-	-	-	-	-	-	-
Short Circuit Coordination and Arch Flash Studies	-	-	27,000	-	-	-	-	-	-	-
Rehabilitation of Generator Enclosure Top	-	-	13,000	-	-	-	-	-	-	-
Cielo SPS Flow Meters	-	-	120,000	-	-	130,000	-	-	-	-
Del Dios SPS Improvements	-	-	552,000	3,223,000	-	-	-	-	-	-
Midpoint SPS Improvements	-	-	-	319,000	1,860,000	-	-	-	-	-
Neighborhood #3 SPS Improvements	-	-	-	-	373,000	2,179,000	-	-	-	-
Wastewater Master Plan Update	-	-	-	-	-	500,000	-	-	-	-
Replace Roll-up doors	-	-	-	-	-	136,000	-	-	-	-
Upgrade Headworks Odor Control Scrubber	-	-	-	-	-	231,000	1,346,000	-	-	-
Fire House Pump Station Replacements	-	-	-	-	-	-	87,000	509,000	-	-
Biological Treatment Upgrade (Process Study & Pre-Design)	-	-	-	-	-	-	-	150,000	-	-
Santaluz Pump Station Improvements	-	-	-	-	-	-	-	160,000	933,000	-
Site Paving Improvements	-	-	-	-	-	-	-	-	94,000	201,000
Upgrade Plant B Oxidation Ditch Aeration System	-	-	-	-	-	-	-	-	-	303,000
Connect Plant B clarifier splitter box to Plant A Clarifiers	-	-	-	-	-	-	-	-	-	190,000
Cerro Del Sol #1 and Cerro Del Sol #2 Pump Station Improvements	-	-	-	-	-	-	-	-	-	41,000
Avenida Apice and Avenida Orilla Pump Station Improvements	-	-	-	-	-	-	-	-	-	33,000
Total Wastewater Capital Improvement Projects	6,158,000	1,927,000	1,615,000	3,542,000	2,233,000	3,176,000	1,433,000	819,000	1,027,000	768,000
Wastewater Recurring Replacement Projects										
4S WRF Physical Security Upgrades	18,000	18,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000	9,000
Small Pump and Motor Replacement Program	120,000	128,000	136,000	143,000	151,000	159,000	164,000	169,000	174,000	179,000
Miscellaneous Equipment Replacement Program	18,000	18,000	21,000	24,000	27,000	10,000	10,000	11,000	11,000	11,000
Collection System Pipeline Rehabilitation and Replacement	75,000	78,000	80,000	82,000	85,000	87,000	90,000	93,000	96,000	99,000
Collection System Manhole Rehabilitation Program	43,000	71,000	74,000	76,000	78,000	80,000	83,000	86,000	88,000	91,000
Pump Station Rehabilitation and Maintenance Program	50,000	75,000	78,000	80,000	82,000	84,000	87,000	90,000	92,000	95,000
Valve and Gate Replacement Program	-	15,000	30,000	45,000	60,000	77,000	80,000	82,000	85,000	87,000
Instrumentation Replacement Program	-	-	-	15,000	24,000	50,000	52,000	53,000	55,000	56,000
Mechanical and Yard Piping Replacement Program	-	-	-	23,000	30,000	116,000	119,000	123,000	127,000	130,000
Plant A Rehabilitation	-	-	-	-	-	38,000	39,000	40,000	41,000	43,000
Total Wastewater Recurring Replacement Projects	324,000	403,000	428,000	497,000	546,000	710,000	733,000	756,000	778,000	800,000
Total Wastewater CIP	6,482,000	2,330,000	2,043,000	4,039,000	2,779,000	3,886,000	2,166,000	1,575,000	1,805,000	1,568,000

(1) These projects are carried over from the prior year and have incurred costs prior to FYE 2025
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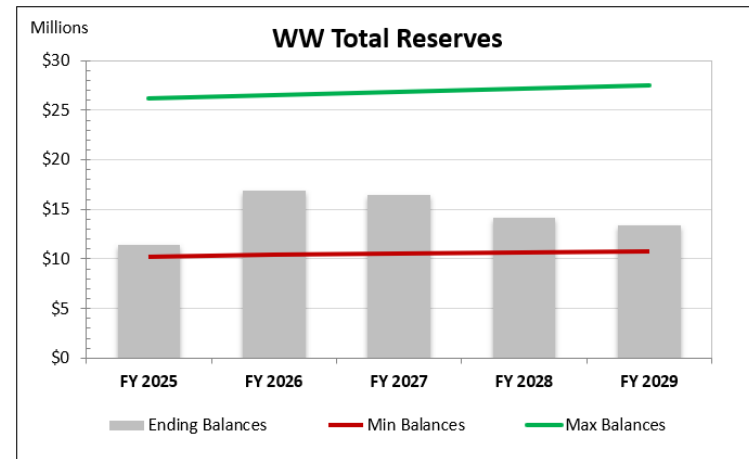
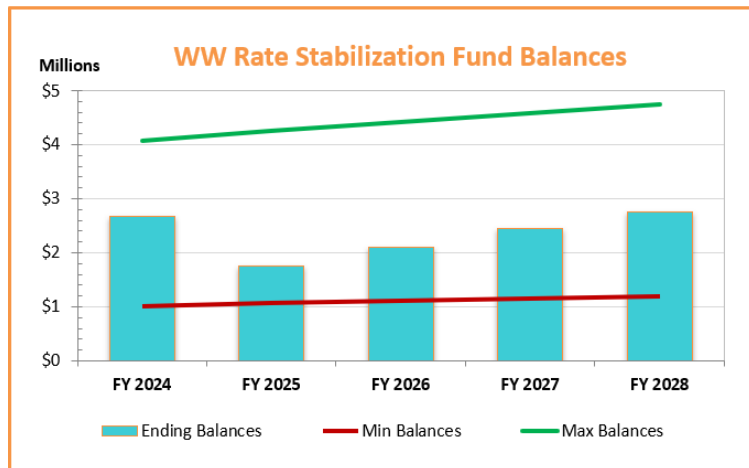
Reserve Balance Historical and Forecasted Water



Reserve Balance Projections Wastewater



*Excess Operating Fund cash will be transferred to Capital Fund with Board approval to align with 2024 COSS.



Staff Requests and Board Actions

- ◆ Receive direction(s) from the Board on the DRAFT Fiscal Years 2025 and 2026 Operating and Capital Budget, including the Green, Yellow, and Red schedule options for the San Dieguito Valley Ground Water Desalination Plant project.
- ◆ Staff continues with budget refinement process (April/May)
 - ◆ purchased water cost increases eff 1/1/2025
 - ◆ SDCWA's five-year forecast for 2026 rates
 - ◆ Significant change in estimates will be reported and itemized for Board's consideration (over \$50K)
- ◆ Present final draft of FYs 2025 and 2026 Operating and Capital budget to the Board for consideration and discussion for consideration and adoption in June
- ◆ Update 5 Year LRFPP and complete 2024 Water Cost of Service Study
 - ◆ Finance Committee and Board water rate workshops (July)

Memo

A

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS
PRESIDENT

Any report will be oral at the time of the Board meeting.

Memo

B

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS
GENERAL MANAGER

Any written report will be attached; any oral report will be provided at the time of the Board Meeting.

April 17, 2024

Board of Directors
 Olivenhain Municipal Water District
 1966 Olivenhain Road
 Encinitas, CA 92024

The following are brief highlights of the District's departmental operations for the month of **March 2024**:

Operations & Maintenance	March 2024	February 2024
David C. McCollom Water Treatment Plant (DCMWTP) Total Production	333.5 million gallons	191.9 million gallons
DCMWTP Average Daily Production	11.1 million gallons	6.6 million gallons
DCMWTP Peak Day Production	16.7 million gallons	12.0 million gallons
Source Water Blend (% State Project Water)	28%	17.2%
Total Deliveries to Vallecitos Water District	198.04 acre feet 64.53 million gallons	115.53 acre feet 37.64 million gallons
4S and Rancho Cielo Sewer Systems Total Inflow	40.14 million gallons	38.63 million gallons
4S and Rancho Cielo Sewer Systems Average Daily Inflow	1,294,976 gallons	1,332,398 gallons
4S and Rancho Cielo Sewer Systems Peak Day Inflow	1,420,439 gallons	1,643,984 gallons
4S and Rancho Cielo Sewer Systems Low Day Inflow	1,191,894 gallons	1,188,096 gallons
4S Water Reclamation Facility (4SWRF) Average Daily Production	324,027 gallons	224,650 gallons
4SWRF Peak Day Production	835,899 gallons	489,674 gallons
4SWRF Total to Recycled Water Distribution System	10.04 million gallons	6.51 million gallons
4S Recycled Water Storage Pond Volume	335 acre feet	277 acre feet
Repaired Potable Water Main Leak(s)	0	0
Repaired Potable Water Service Lateral Assembly Leak(s)	2	3
Repaired Recycled Water Main Leak(s)	0	0
Repaired Recycled Water Service Lateral Leak(s)	1	1
Repaired Hit Fire Hydrant Lateral Assembly Leak(s)	0	2
Replaced Valve(s) Monthly Total	0	0
Replaced Valve(s) Calendar Year to Date	1	1
Recycled Water Use Site Inspections & Visits	17	20
Recycled Water Use Site Cross Connection Tests	4	6
Cross Connection Site Surveys	1	1
Backflow Inspections & Testing (New)	7	3
IT Help Requests	30	29
Customer Services	March 2024	February 2024
Customer Calls and Inquiries	1,638	1,149
Total Monthly Bills Issued	22,991	23,016
Service Orders	711	708
New Potable Meters	1	1
New Fire Meters	1	0
New Recycled Water Meters	0	0

Advanced Metering Infrastructure (AMI) Troubleshooting Investigations	74	7
Customer Services - Continued	March 2024	February 2024
Automated Meter Reading (AMR) Troubleshooting	48	33
Stopped/Underperforming Meters Replaced	79	82
Meter Transceiver Units (MXU) Upgraded to AMI	210	197
Meter Accuracy Tests Performed	0	0
Water Use Evaluations	6	7
Water Use Violation Reports	2	5
Workshops, Events, and Tours	2	0
High-Efficiency Clothes Washer Rebate Applications	3	6
Weather-Based Irrigation Controller Rebate Applications	8	4
Hose Irrigation Controller Rebate Applications	0	0
High-Efficiency Rotating Nozzle Rebate Applications	0	1
High-Efficiency Toilet Rebate Applications	1	0
Rain Barrel Rebate Applications	0	4
Flow Monitor Device Rebate Applications	1	3
Turf Removal Project Rebate Applications	3	0
Social Media Posts	24	14
News Releases/Media Advisories	3	1
EFRR	March 2024	February 2024
Special Use/Event Permits	4	2
Parking Notices	125	144
Incident Reports	4	12
Vehicle Count	4,628	3,976
Trail Use Count	9,296	9,035
Days Closed Due to Rain/Red Flag	3	9
Days Interpretive Center (IC) Open	16	8
Number of IC Visitors	288	254
Volunteer Trail Patrol Shifts	5	6
Volunteer Docent Hours	72	48
Total Number of Docents	66	66
Finance	March 2024	February 2024
Infosend Payments (ACH and Credit Card)	14,562	14,166
California Bank & Trust Lockbox Payments	2,710	2,668
Over the Counter Payments	456	419
Check-free, Metavante and Chase	4,040	4,061
Finance Calls and Walk-ins	63	34
Service Orders/New Meters Processed	19	6
Service Orders Closed Out	0	1
Purchase Orders	15	15
Inventory Items Received	948	641
Invoices Processed	545	497
Payroll Direct Deposits Processed	246	247
Accounts Payable Checks and Electronic Fund Transfers	325	204

ENGINEERING DEPARTMENT

Engineering Highlights for March 2024:

4S Ranch Neighborhood 1 Sewer Pump Station Replacement Project continued to progress through construction. Work for the AC and Concrete Paving Maintenance and SWPPP Drainage Improvement Project construction is complete, and a Notice of Completion was filed. Activities related to the construction of the Recycled Water Pipeline Extensions Project continue to progress, including reviewing submittals and obtaining permits. Activities related to the construction of the David C. McCollom Water Treatment Plant 4th Stage Plant Improvement Project continue to progress, including reviewing submittals. Activities related to the construction of the Unit A Potable Water Pipeline Replacement Project continue to progress, including obtaining permits. Staff continued planning and design efforts on multiple Capital Improvement Projects including presenting the Wastewater Master Plan Update, Potable and Recycled Water Master Plan Update and the proposed 10-year Capital Improvement Plan to the Facilities Committee, as well as progress on the Wastewater Master Plan Update to the Board. Staff continued to handle developer requests, continued to assist other departments with engineering-related work, and continued to manage OMWD's right of ways and cell sites.

HUMAN RESOURCES DEPARTMENT

Human Resources Manager Jennifer Joslin Highlights for March 2024:

Human Resources staff conducted new hire and safety orientation for the new Water Treatment Plant Operator IV (Lead). Presented the annual Staffing Analysis succession planning document and Salary Survey report to the Human Resources/Employee Association (HEART) and Personnel Committees to review and discuss recommendations. Collected Form 700 Statement of Economic Interests from all required District filers. Participated in the Disciplinary and Harassment Investigations training presented by Liebert Cassidy Whitmore. Safety staff coordinated the annual servicing of all fire extinguishers throughout the District facilities and participated in a webinar on Understanding SB553, the new Workplace Violence Prevention Plan requirements. Hosted the March Safety Committee meeting.

Requests Received Pursuant to the Public Records Act (March 1-31):

<u>Requestor</u>	<u>Documents Requested</u>
Tom Arellano	CalPERS retirement filing documents for several individuals and correspondence.
Avinash Adusumilli	Records pertaining to the sale of a specific parcel of OMWD surplus land.

OPERATIONS & MAINTENANCE

Operations Manager Jesse Bartlett-May Highlights for March 2024:

Staff prepared and submitted the electronic Annual Report (eAR) to the State Water Resources Control Board, Division of Drinking Water, and was approved on March 22, 2024. State Project Water deliveries are up to 50% in March due to Colorado River Aqueduct maintenance but is

expected to return to less than 20% by mid-April. Staff attended training for the fifth Unregulated Contaminant Monitoring Rule (UCMR 5) and commenced first quarter sampling. Bids have been solicited for four inlet valve actuator replacements and refurbishments have continued on the first stage membrane train 5 and second stage membrane train 3 as part of the Membrane Replacement Project. Staff continued working on evaluating annual sample data in preparation of this year's Consumer Confidence Report and performed quarterly water quality instrument calibration and maintenance. Wastewater staff completed and submitted the Sanitary Sewer System Annual Report which is due every year on April 1. The Access and Security Upgrades Project is near completion and the Supervisory Control and Data Acquisition (SCADA) Upgrade Projects continue at DCMWTP. The Programmable Logic Controllers (PLC) Replacement Project has commenced. System Operations are continuing to provide extensive support to Ardurra on the Potable Water/Recycled Water Updated Master Plan and performed reservoir cleaning and inspection on 4S-1 Reservoir. Construction completed asphalt and concrete restoration on Coyote Bush Drive and Fostoria Court in 4S Ranch and broke ground on valve replacements needed for the Village Park and Gardendale Pressure Reducing Stations Projects.

CUSTOMER SERVICES DEPARTMENT

Customer Services Manager John Carnegie Highlights for March 2024:

Sent e-newsletter on March 5; published 2024 Strategic Plan; hosted California-friendly landscape workshop in partnership with SFID and SDWD; participated in SDCWA's water use efficiency objective workshop to review updates to SWRCB draft regulations; mailed 592 postcards notifying customers affected by the Recycled Water Extensions Project Phase 1; mailed 7,362 postcards encouraging Advanced Metering Infrastructure (AMI) customers to sign up for My Water Use dashboard; mailed 116 postcards notifying customers affected by the next AMI Expansion Project phase of upcoming work and the My Water Use dashboard; submitted to the office of Senator Padilla FY 25 Appropriations and Community Project Funding Request for OMWD's Building Reliable and Climate Resilient Infrastructure for Tomorrow Project in the amount of \$5,000,000; submitted comments to legislature supporting H.R. 7525 and PFAS liability protections for water and wastewater agencies; submitted to California Department of Housing and Community Development a Surplus Land Act comment letter expressing concerns with the updated draft guidelines; submitted to SWRCB a comment letter expressing continued concerns with the proposed water use efficiency regulations; and signed on to coalition letters supporting AB 2257 and SB 1218, led by ACWA and Irvine Ranch Water District respectively.

At EFRR, held four "Habitat" field trips for Escondido Unified School District students; completed repairs to lower creek crossing; began park-wide assessment and repair of all trailside fencing; commenced 2024 GSOB surveying utilizing volunteers; in partnership with Escondido Creek Conservancy, created new Hike and Seek scavenger hunt brochure; and completed rehabilitation of peak identifier feature at Elfin Forest Overlook.

FINANCE DEPARTMENT

Finance Manager Rainy Selamat Highlights for March 2024:

Completed 2024 Fitch Rating Surveillance Review and Fitch affirms the District's Water Revenue

Bonds at AAA with Stable Outlook; completed and mailed out OMWD's Proposition 218 Notice of Public Hearing for Wastewater Rates Increases to wastewater customers for May 15 public hearing; developed budget assumptions, reviewed and finalized OMWD Preliminary Operating and Capital Budget for Years 2025 and 2026 for presentation to OMWD Finance Committee; reviewed and discussed proposed budget with managers and supervisors; reviewed Purchased Recycled Water Agreements with Vallecitos Water District and City of San Diego and prepared information for GM Thorner; staff is working on sewer billing for the County's tax roll; reviewed Pinnacle CFD cost estimates and pinnacle project information for their proposed CFD; staff planned for interim coverage to keep business as usual in finance following one Accountant I's resignation; continued working on 2024 Water Cost of Service Study with Raftelis; completed final draft of 2024 Wastewater Rate Study Report; attended Safety Committee; attended SDCWA's Member Agency Finance Officers meeting; and attended various internal meeting.

ASSISTANT GENERAL MANAGER:

The Assistant General Manager reports the following for March 2024:

Attended North San Diego Economic Development Council Board Meeting, 2024 Encinitas State of the City Event, Advanced Clean Fleets Webinar Workshop, and OMWD Facilities Committee and OMWD Safety Committee. Engaged in meetings with consultants and continued project management efforts on San Dieguito Valley Brackish Groundwater Project, dedicated significant time to Customer Services, Engineering and Operations budget development, personnel matters, employee recruitment, review and preparation of upcoming projects including submittal of Electronic Annual Report (EAR), EV Fleet Migration, and North San Diego Water Reuse Coalition coordination.

GENERAL MANAGER:

The General Manager reports the following for March 2024:

General Manager Thorner attended the WaterReuse San Diego Chapter Meeting, hosted an employee Annual Objectives Lunch & Learn, hosted a Facilities Committee Meeting, attended the Municipal Service Review Stakeholder Working Group Meeting #1, participated in a Vallecitos Recycled Meeting with Vallecitos and Carlsbad, hosted a Social Media Winners lunch, attended the Finance Planning Meeting #7, reviewed Fitch surveillance, met with SFID General Manager on interagency matters, met with Operations employees on summer work schedules, provided a briefing in the Calle Barcelona Recycled Water Extension Project, met with the California Special Districts Association Senior Public Affairs Field Coordinator, chaired the LAFCO Special Districts Advisory Committee Meeting, held a Human Resources/Employee Association Team Meeting, held a Personnel Committee Meeting, held Safety Committee Meeting, and dedicated significant time to reviewing OMWD's Electronic Annual Report, review of OMWD's service lateral reporting requirement, development of next biannual budget, legal issues, and personnel matters.

Memo

C

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS

CONSULTING ENGINEER

Any written report will be attached; any oral report will be provided at the time of the Board Meeting.

Memo

D

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS

GENERAL COUNSEL

Any written report will be attached; any oral report will be provided at the time of the Board Meeting.



TO: Olivenhain Municipal Water District

FROM: Alfred Smith

DATE: April 17, 2024

RE: Attorney Report: Directors, Social Media and the First Amendment
150152-0005

I. INTRODUCTION.

This attorney report provides an update on a recent decision from the United States Supreme Court involving the use of social media accounts by directors and local agency officials. On March 15, 2024, the U.S. Supreme Court decided *Lindke v. Freed*, Case Number 22-611, holding that a public official who prevents someone from commenting on the official's social media page engages in state action under 42 U.S.C. § 1983 if the official both (1) possessed actual authority to speak on the state's behalf on a particular matter, and (2) purported to exercise that authority when speaking in the relevant social media posts.

The *Lindke* case involves to what extent a public official can block viewers from a page that contains both public and private posts. The Supreme Court's unanimous ruling provides that the social media accounts of directors and other local officials will be considered personal (and not required to protect the First Amendment rights of commenters) unless the author both possessed authority to speak on the district's behalf and exercised that authority when posting on a social media account.

The Supreme Court notes that determining whether a public official's social media activity constitutes state action, and thus must protect commenters' rights, is a "fact-intensive inquiry." However, the Court makes clear that unless the official possesses actual authority to speak on behalf of the local agency, the appearance or function of the social media account is not dispositive. The source of the authority can spring from several potential places, such as a statute, ordinance, regulation, custom, or usage. However, to qualify as "custom" or "usage," the local official's use of a social media account as an official voice of the government must be "permanent and well settled" and that authority must extend to the type of speech in question.

One suggestion made by the Court is that a social media account carry a label (e.g., "this is the personal page of [public official]" or a disclaimer (e.g., "the views expressed are strictly my own"). However, the Court notes that while such labels or disclaimers create a heavy presumption that the account is personal, that presumption is not irrebuttable.

II. BACKGROUND.

In 2008, James Freed created a private Facebook profile. When Freed began nearing the platform's 5,000-friend limit, he converted his profile to a public "page." In 2014, Freed updated his Facebook page and began posting about his appointment as City Manager of Port Huron, Michigan, information related to his job, and soliciting feedback from the public on issues of concern, all while continuing to post personal family information and images.

Kevin Lindke objected to the content of Freed's posts. Lindke particularly took issue with the City's handling of the COVID-19 pandemic. Initially, Freed deleted Lindke's comments and subsequently blocked him from commenting. However, Lindke remained able to view Freed's Facebook page.

Due to being blocked, Kevin Lindke sued James Freed under 42 United States Code section 1983, alleging that Freed violated Lindke's First Amendment rights because Lindke was not allowed to post to Freed's Facebook page, which he considered to be a public forum.

The District Court granted summary judgment to Freed. The United States Court of Appeals for the Sixth Circuit affirmed. The Sixth Circuit did not find a constitutional violation because Freed managed his Facebook page in his private capacity, and because only state action can give rise to liability under Section 1983. Lindke appealed to the United States Supreme Court.

III. SUPREME COURT'S ANALYSIS.

The United States Supreme Court's decision establishes a new standard for determining if a public official's social media activity violates the law. First, the Supreme Court noted the longstanding rule that public officials and employees do not surrender their first amendment rights when they assume a public position. The Supreme Court stated that "a defendant like Freed must have actual authority rooted in written law or longstanding custom to speak for the State." The Supreme Court wrote:

"The first prong of this test is grounded in the bedrock requirement that the conduct allegedly causing the deprivation of a federal right be fairly attributable to the State. An act is not attributable to a State unless it is traceable to the State's power or authority. By contrast, when the challenged conduct entails functions and obligations in no way dependent on state authority, state action does not exist. Authority granted by statute, ordinance, regulation, custom or usage must extend to speech of the sort that caused the alleged rights deprivation. If the plaintiff cannot make this threshold showing of authority, he cannot establish state action."

The Supreme Court also clarified that local officials “have a choice about the capacity in which they choose to speak.” Local officials must “purport to use” agency authority to qualify as state action. The Court cautioned that: “The inquiry is not whether making official announcements *could* fit within the job description; it is whether making official announcements is *actually* part of the job that the State entrusted the official to do.”

The Supreme Court’s decision includes a comprehensive discussion on whether a local official who prevents someone from commenting on the official’s social-media page engages in “state action” under 42 U.S.C. Section 1983. This section protects against actions attributable to a state, not those of a private person. Section 1983 provides a cause of action against “every person who, under color of any statute, ordinance, regulation, custom, or usage, of any State,” deprives someone of a federal constitutional or statutory right. When a state or municipal employee violates a federal right, such as a First Amendment right, while acting “under color of law,” that official can be sued in an individual capacity.

Applying this rule of law, the Supreme Court held that a local official’s social media activity violates section 1983 if the official both: (1) possessed actual authority to speak on the State’s behalf on a particular matter, and (2) purported to exercise that authority when speaking in the relevant social-media posts. However, if an official has authority to speak for the state, such as by authority of an ordinance, he may have the authority to do so on social media even if the law does not make that explicit.

The Supreme Court raised a cautionary note for those who post about arguably agency-related actions on their otherwise private social media accounts. Such accounts may be treated as “mixed use” such that blocking someone from posting any comments could subject an individual to liability for blocking posts on “official” matters. The Supreme Court stated: “A public official who fails to keep personal posts in a clearly designated personal account therefore exposes himself to greater potential liability.”

In a *per curiam* opinion, the Supreme Court also resolved a similar case, *Garnier v. O’Connor-Ratcliff*, Case Number 22-324, which involved two California school board members who blocked parents on social media. The Court vacated the Ninth Circuit’s ruling that the school board members were acting “under color of state law” and sent the case back for further proceedings consistent with the opinion in *Lindke*. In so doing, the Supreme Court contrasted the Ninth Circuit’s approach with the Sixth Circuit’s approach saying the Ninth Circuit focused “more on whether the account’s appearance and content look official” and not “the connection between the official’s authority and the account.”

IV. **CONCLUSION.**

The United States Supreme Court’s unanimous 9-0 ruling in *Lindke v. Freed* vacates the Sixth Circuit’s ruling and remands the case back to the Sixth Circuit

for further proceedings. The Supreme Court's opinion establishes a new test for determining whether a director's personal social media account can be considered "state action." First, the director must have authority to speak on behalf of the agency. Second, the director must have been exercising that power when creating the social media post in question.

In the Supreme Court's written opinion, Justice Amy Coney Barrett explained that on remand, Lindke will have to show that Freed had the actual authority to make posts on behalf of the local agency in his role as city manager, and that Freed exercised that governmental authority in his posts. Justice Barret further explained that "the line between private conduct and state action is difficult to draw." She also noted that "the distinction between private conduct and state action turns on substance, not labels." Justice Barret concluded that a director's social media account could be one of "mixed use" where sometimes the director posts as a government official and sometimes posts for personal reasons.

The Supreme Court's decision encourages local agencies to evaluate their social media policies and administrative codes to determine (1) who has the ability to speak for the agency; and (2) in what situations, if any, a director or employee is speaking for the agency. While the ruling clarifies when a private post constitutes "state action," it must be stressed that a private social media account does not, *per se*, mean that the content is not "state action." The first step is to ensure that private accounts remain "private," and that the use of such accounts is consistent with the agency's existing policies, procedures and administrative code.

In addition, as noted by Justice Barrett, "Had Freed's account carried a label (e.g., this is the personal page of James R. Free') or a disclaimer (e.g., the views expressed are strictly my own), he would be entitled to a heavy (though not irrebuttable) presumption that all of the posts on his page were personal." Based upon this guidance, it is advisable that public officials label their social media pages with a disclaimer along the line of "the views expressed are strictly my own" or "this is the personal page of [Your Name Here]."

The Supreme Court further indicated that "a post that expressly invokes state authority to make an announcement not available elsewhere is official, while a post that merely repeats or shares otherwise available information is more likely personal." Finally, the Supreme Court stated a public official who uses government staff to make a post on a personal or public account "will be hard pressed to deny that he was conducting government business."

AES

Memo

E

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS

SAN DIEGO COUNTY WATER AUTHORITY REPRESENTATIVE

Any report will be oral at the time of the Board meeting.



SUMMARY OF FORMAL BOARD OF DIRECTORS' MEETING MARCH 28, 2024

1. Adopt positions on various state bills:

The Board adopted a position of Support on:

- The Low-Income Household Water Assistance Program (LIHWAP) Establishment Act (Senator Alex Padilla).
- AB 2257 (Wilson), relating to local government: property-related water and sewer fees and assessments: remedies.
- AB 2409 (Papan), relating to Office of Planning and Research: permitting accountability transparency dashboard.
- AB 2715 (Boerner) relating to Ralph M Brown Act: closed sessions.
- SB 1072 (Padilla), relating to local government: Proposition 218: remedies.
- SB 1218 (Newman), relating to emergency water supplies.

The Board adopted a position of Concerns on SB 1147 (Portantino) relating to drinking water: bottled water: microplastics.

2. Sponsor Senate Bill (SB) 1342 (Atkins) related to Regulatory Streamlining for Major Water and Energy Projects in San Diego Region.

The Board agreed to Sponsor SB 1342 (Atkins).

3. Monthly Treasurer's Report on Investments and Cash Flow.

The Board noted and filed the Treasurer's report.

4. Contract Amendment for Questica Ltd., for annual budget software maintenance, support, and hosting services.

The Board authorized the General Manager to amend the Questica Ltd., software subscription agreement to extend the agreement term for an additional three years, in the amount of \$103,093.84, for annual budget software maintenance, support, and hosting services, increasing the authorized contract amount from \$145,395.00 to \$248,488.84.

5. Notice of Completion for the Kearny Mesa Headquarters HVAC Equipment Replacement.

The Board authorized the General Manager, or designee, to accept the Kearny Mesa Headquarters HVAC Equipment Replacement project as complete, record the Notice of Completion, and release funds held in retention to SWCS, Inc. dba Southwest Construction Services (Southwest) in accordance with the contract and applicable law.



6. Approval of Minutes.
The Board approved the minutes of the Special Board of Directors' meeting of February 8, 2024, and the Formal Board of Directors' meeting of February 22, 2024.
7. Retirement of Director.
The Board adopted Resolution No. 2024-05 honoring Jimmy Ayala upon his retirement from the Board of Directors.
8. Ordinance making amendments to Chapters 1.04 and 2.00.
The Board adopted Ordinance No. 2024-01, an ordinance of the Board of Directors of the San Diego County Water Authority making amendments to chapters of the Administrative Code.
9. Investigative Procedural Rules.
The Board adopted Procedures for Investigation of Conflict of Interest/Ethics or Code of Conduct Violations of the Board of Directors of the San Diego County Water Authority.

Memo

F

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS
LEGISLATIVE REPORT

Any written report will be attached; any oral report will be provided at the time of the Board Meeting.



NOSSAMAN LLP | Memorandum

TO: Olivenhain Municipal Water District (OMWD)
FROM: Ashley Walker, Senior Policy Advisor, Nossaman LLP
Jennifer Capitolo, Jennifer M. Capitolo and Associates LLC
DATE: April 2, 2024
RE: April 2024 Public Policy Report

State Legislative Update:

Status of the Legislature: The Legislature just returned from Spring Recess on April 1, and is under pressure to pass bills with the first policy committee deadline on April 26. The May Revise will be released sometime in mid-May and budget negotiations will be ongoing until the end of June. The Senate released an Early Action Budget plan, and Legislative Leadership along with the Governor, announced agreed upon ways to address some of the state budget deficit.

State Budget: The LAO is predicting a massive \$73 billion shortfall. The Legislature has been holding hearings in the budget subcommittees, reviewing the Governor's January budget proposals, and discussing the LAO's suggestions and predictions. The Legislature acknowledges there will need to be significant adjustments in order to balance the State Budget this year, and in future years. More significant budget negotiations will take place once the May Revise is released, and the financial outlook is updated. The budget must be passed by the Legislature by June 15.

Legislation: Nossaman has outlined legislation of interest to OMWD, with suggested or current positions below.

- **AB 1820 (Pilar): Housing development projects: applications: fees and exactions.** This bill would authorize a development proponent that submits a preliminary application for a housing development project to request a preliminary fee and exaction estimate, as defined, and would require the local agency to provide the estimate within 10 business days of the submission of the preliminary application.
Current position: Oppose.
ACWA Position: Oppose unless amended.
CSDA Position: Oppose.
- **AB 1827 (Papan): Local government: fees and charges: water: higher-consumptive water parcels.** This bill would provide that the fees or charges for property-related water service imposed or increased, as specified, may include the incrementally higher costs of water service due to specified factors, including the higher water usage demand of parcels. The bill would provide that the costs associated with higher water usage demands, the maximum

potential water use, or a projected peak water usage demand may be allocated using any method that reasonably assesses the water service provider's cost of serving those parcels that are increasing potential water usage demand, maximum potential water use, or project peak water use demand.

Current position: Support.

ACWA Position: Support.

CSDA Position: Support.

- **AB 2257 (Wilson): Local government: property-related water and sewer fees and assessments: remedies.** This bill would prohibit, if a local agency complies with specified procedures, a person or entity from bringing a judicial action or proceeding alleging noncompliance with the constitutional provisions of Proposition 218 for any new, increased, or extended fee or assessment, unless that person or entity has timely submitted to the local agency a written objection to that fee or assessment that specifies the grounds for alleging noncompliance.

Current position: Support.

ACWA Position: Sponsor.

CSDA Position: Support.

- **SB 937 (Wiener): Development projects: permits and other entitlements: fees and charges.** This bill would extend by 18 months the period for the expiration, effectuation, or utilization of a housing entitlement that was issued before January 1, 2024, and that will expire before December 31, 2025. The bill would toll this 18-month extension during any time that the housing entitlement is the subject of a legal challenge.

Current position: Oppose unless amended.

ACWA Position: Oppose unless amended.

CSDA Position: Oppose unless amended.

- **SB 1072 (Padilla): Local government: Proposition 218: remedies.** This bill would require, if a property-related fee or charge creates revenues in excess of the local government's reasonable cost of providing the specific benefit or specific government service, that the excess revenues be used only to reduce the subsequently adopted and following property-related fee or charge.

Current position: Watch.

ACWA Position: Support

Climate Change / Water Bond Negotiations: Nossaman made a presentation to the Board of Directors regarding the current status of the climate bond discussions. While the Governor has previously indicated support for a climate bond, there are questions about the voters appetite for bonds on the November 2024 ballot. The Legislature largely feels that this investment is even more critical now, given the budget deficits we are facing and limited investments we can make from the General Fund. In order for a water bond to qualify for the November ballot, the Legislature would need to swiftly pass an agreed upon bond bill, and it would need to be signed by the Governor no

later than June 27. OMWD signed on to the WaterReuse letter requesting additional funding for recycled water projects.

Governor's Actions and Executive Orders: The following actions have been taken by the Governor since the last report. This list is compiled from CalOES, California Health and Human Services, California Department of Public Health, and FEMA.

- March 29 - Governor Gavin Newsom announced the California Highway Patrol (CHP) has entered into a contract with Flock Safety to install a network of approximately 480 high-tech cameras in the City of Oakland and on state freeways in the East Bay to combat criminal activity and freeway violence.
- March 22 - Governor Gavin Newsom expanded the storm state of emergency declared last month to 11 additional counties – Alameda, Butte, Glenn, Lake, Mendocino, Monterey, Sacramento, San Francisco, Santa Cruz, Sonoma and Sutter – and requested a Presidential Major Disaster Declaration for several communities impacted by the storms.
- March 4 - Governor Newsom Deploys California National Guard to Texas to Support Wildfire Fighting Operations.

State Water Board:

Long-term Water Conservation Standards Rulemaking: Late on Friday March 8 the State Water Board (SWB or Board) sent a notice that a public workshop regarding the “Making Water Conservation a California Way of Life” was scheduled on March 20 to present the revised regulation and receive comments. On March 12 the official [Notice of the Proposed Regulation](#) and the [Updated Text of Proposed Regulation](#) were released for a 15-day comment period. Comments were due by March 27. Nossaman worked with ACWA to participate in the working groups regarding the changes to the regulation, including determining if the industry should support the revised regulation and if additional changes to the regulation were necessary. The changes to the regulation are extensive and the SWB has gone a significant distance toward responding to input from the water associations and suppliers. There are still a number of issues of concern, including a permanent outdoor irrigation efficiency standard of .55 (instead of the .63 standard that had been proposed by DWR) and there remain significant and burdensome administrative process requirements for Commercial, Industrial, and Institutional best management practices. The revised requirements could reduce the water conservation objectives (targets) for some suppliers (see revised estimates for each water supplier [here](#)), and would extend compliance deadlines for 5 years.

Nossaman continues to work with the coalition of other water associations and water suppliers. Nossaman attended the March 20 workshop where the Board received oral comments. The Board held a follow up staff workshop on March 25 to provide opportunities for questions and answers.

Water Quality:

2024 Drinking Water Priorities: On March 5, the SWB adopted a resolution which outlines the prioritization of drinking water regulations for 2024. These include MCLs for CrVI, PFAS/PFOA, arsenic, and lead and copper rule revisions.

CrVI MCL: On April 17, the State Water Board is scheduled to adopt the proposed CrVI MCL at 10 parts per billion.

Other Updates:

Hydrologic Conditions: The March 12 [Water Resources Update](#) by the California Nevada River Forecast Center (CNRFC) notes that the winter storm that occurred between March 1 to 4 brought sufficient snow in the Northern and Central Sierra to exceed normal snow water conditions, and to reach 90% of normal conditions in the Southern Sierra. March-to-date precipitation statewide is now averaging above normal and is much above normal in many watersheds. Reservoirs are continuing to discharge to preserve emergency flood capacity. However, recent warm-up trends may slightly reduce the forecast seasonal volume with early melts, and near normal precipitation forecast later in the month may hold the snowpack and seasonal water supply forecasts to their current levels. Only the desert areas in the southwest part of the state are currently experiencing below normal precipitation.

Olivenhain Legislative Report as of 3/28/2024

Support

[AB 1567](#) ([Garcia D](#)) **Safe Drinking Water, Wildfire Prevention, Drought Preparation, Flood Protection, Extreme Heat Mitigation, Clean Energy, and Workforce Development Bond Act of 2024.**

Last Amend: 5/26/2023

Status: 6/14/2023-Referred to Coms. on N.R. & W. and GOV. & F.

Location: 6/14/2023-S. N.R. & W.

Summary: Would enact the Safe Drinking Water, Wildfire Prevention, Drought Preparation, Flood Protection, Extreme Heat Mitigation, Clean Energy, and Workforce Development Bond Act of 2024, which, if approved by the voters, would authorize the issuance of bonds in the amount of \$15,995,000,000 pursuant to the State General Obligation Bond Law to finance projects for safe drinking water, wildfire prevention, drought preparation, flood protection, extreme heat mitigation, clean energy, and workforce development programs.

OMWD Recommended Position: Support

[AB 1827](#) ([Papan D](#)) **Local government: fees and charges: water: higher-consumptive water parcels.*

Status: 1/29/2024-Referred to Com. on L. GOV.

Location: 1/29/2024-A. L. GOV.

Summary: The California Constitution specifies various requirements with respect to the levying of assessments and property-related fees and charges by a local agency, including requiring that the local agency provide public notice and a majority protest procedure in the case of assessments and submit property-related fees and charges for approval by property owners subject to the fee or charge or the electorate residing in the affected area following a public hearing. This bill would provide that the fees or charges for property-related water service imposed or increased, as specified, may include the incrementally higher costs of water service due to specified factors, including the higher water usage demand of parcels. The bill would provide that the costs associated with higher water usage demands, the maximum potential water use, or a projected peak water usage demand may be allocated using any method that reasonably assesses the water service provider's cost of serving those parcels that are increasing potential water usage demand, maximum potential water use, or project peak water use demand.

OMWD Recommended Position: Support

[AB 2257](#) ([Wilson D](#)) **Local government: property-related water and sewer fees and assessments: remedies.*

Last Amend: 3/20/2024

Status: 3/21/2024-Re-referred to Com. on L. GOV.

Location: 3/19/2024-A. L. GOV.

Summary: The California Constitution specifies various requirements with respect to the levying of assessments and property-related fees and charges by a local agency, including notice, hearing, and protest procedures, depending on the character of the assessment, fee, or charge. Current law, known as the Proposition 218 Omnibus Implementation Act, prescribes specific procedures and

parameters for local jurisdictions to comply with these requirements. This bill would prohibit, if a local agency complies with specified procedures, a person or entity from bringing a judicial action or proceeding alleging noncompliance with the constitutional provisions for any new, increased, or extended fee or assessment, as defined, unless that person or entity has timely submitted to the local agency a written objection to that fee or assessment that specifies the grounds for alleging noncompliance, as specified. This bill would provide that local agency responses to the timely submitted written objections shall go to the weight of the evidence supporting the agency's compliance with the substantive limitations on fees and assessments imposed by the constitutional provisions.

OMWD Recommended Position: Support; letter sign on 3/11/24

[SB 867](#) (Allen D) Drought, Flood, and Water Resilience, Wildfire and Forest Resilience, Coastal Resilience, Extreme Heat Mitigation, Biodiversity and Nature-Based Climate Solutions, Climate Smart Agriculture, Park Creation and Outdoor Access, and Clean Energy Bond Act of 2024.

Last Amend: 6/22/2023

Status: 7/6/2023-July 10 hearing postponed by committee.

Location: 6/20/2023-A. NAT. RES.

Summary: Would enact the Drought, Flood, and Water Resilience, Wildfire and Forest Resilience, Coastal Resilience, Extreme Heat Mitigation, Biodiversity and Nature-Based Climate Solutions, Climate Smart Agriculture, Park Creation and Outdoor Access, and Clean Energy Bond Act of 2024, which, if approved by the voters, would authorize the issuance of bonds in the amount of \$15,500,000,000 pursuant to the State General Obligation Bond Law to finance projects for drought, flood, and water resilience, wildfire and forest resilience, coastal resilience, extreme heat mitigation, biodiversity and nature-based climate solutions, climate smart agriculture, park creation and outdoor access, and clean energy programs.

OMWD Recommended Position: Support

[SB 1185](#) (Niello R) Water conservation: water use objectives.

Last Amend: 3/18/2024

Status: 3/18/2024-From committee with author's amendments. Read second time and amended. Referred to Com. on RLS.

Location: 2/14/2024-S. RLS.

Summary: Existing law requires all water suppliers to increase the efficient use of water. Existing law establishes various water use objectives and restrictions, including urban water use objectives. Existing law requires the State Water Resources Control Board, in coordination with the Department of Water Resources, to adopt long-term standards for the efficient use of water, including standards for, among other things, the volume for water loss, and requires the board, when adopting the standards, to consider policies relating to urban water use objectives and proposed efficiency standards' effects on local wastewater management, developed and natural parklands, and urban tree health. This bill would delete the requirement that the board adopt standards, for purposes of urban water use objectives, for water loss and would instead require the board to consider the policies relating to urban water use objectives and proposed efficiency standards' effects on water loss. The bill would also set forth standards, policies, and procedures relating to water use objectives, generally, including, among other things, a prohibition against any water use objective established by the board that causes a reduction of more than 20% when compared to a water supply's actual water use in 2023 or that exceeds a water use standard recommended by the department.

OMWD Recommended Position: Support

[SB 1218](#) (Newman D) Water: emergency water supplies.

Status: 2/29/2024-Referred to Com. on N.R. & W.

Location: 2/29/2024-S. N.R. & W.

Summary: Would declare that it is the established policy of the state to encourage and incentivize, and to mandate, the development of emergency water supplies, and to support their use during times of water shortage.

OMWD Recommended Position: Support; Coalition sign on letter sent 3/11/24

[SB 1330](#) ([Archuleta D](#)) Urban retail water supplier: water use.

Last Amend: 3/19/2024

Status: 3/19/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on N.R. & W.

Location: 2/29/2024-S. N.R. & W.

Summary: Current law requires the Department of Water Resources, in coordination with the State Water Resources Control Board, to conduct necessary studies and investigations, and recommend for adoption by the board appropriate variances for unique uses that can have a material effect on an urban retail water supplier's urban water use objective. Current law requires the department, in recommending variances, to also recommend a threshold of significance for each recommended variance. Current law requires an urban retail water supplier to request and receive approval by the board for inclusion of a variance in calculating their water use objective. Current law requires the board to post specified information on its internet website relating to variances, including a list of all urban retail water suppliers with approved variances. This bill would require the board to adopt variances recommended by the department for unique uses that can have a material effect on an urban retail water supplier's urban water use objective. The bill would provide that variances adopted by the board shall not be subject to a threshold of significance. The bill would require an urban retail water supplier to self-certify the amount of water included in its urban water use objective that is attributable to a variance.

OMWD Recommended Position: Support

Oppose

***[AB 1820](#) ([Schiavo D](#)) Housing development projects: applications: fees and exactions.**

Last Amend: 2/20/2024

Status: 2/21/2024-Re-referred to Com. on H. & C.D.

Location: 1/29/2024-A. H. & C.D.

Calendar: 4/10/2024 9 a.m. - State Capitol, Room 437 ASSEMBLY HOUSING AND COMMUNITY DEVELOPMENT, WARD, CHRISTOPHER, Chair

Summary: Current law requires a housing development project be subject only to the ordinances, policies, and standards adopted and in effect when the preliminary application was submitted. This bill would authorize a development proponent that submits a preliminary application for a housing development project to request a preliminary fee and exaction estimate, as defined, and would require the local agency to provide the estimate within 10 business days of the submission of the preliminary application.

Notes: ACWA position- OUA 3.13.24

OMWD Recommended Position: Oppose

Oppose Unless Amended

***[SB 937](#) ([Wiener D](#)) Development projects: permits and other entitlements: fees and charges.**

Status: 3/15/2024-Set for hearing April 3.

Location: 2/21/2024-S. L. GOV.

Calendar: 4/3/2024 9:30 a.m. - 1021 O Street, Room 2200 SENATE LOCAL GOVERNMENT, DURAZO, MARIA ELENA, Chair

Summary: The Planning and Zoning Law requires each county and each city to adopt a comprehensive, long-term general plan for its physical development, and the development of specified land outside its boundaries, that includes, among other mandatory elements, a housing element. The Permit Streamlining Act, among other things, requires a public agency that is the lead agency for a development project to approve or disapprove that project within specified time periods. Current law extended by 18 months the period for the expiration, effectuation, or utilization of a housing entitlement, as defined, that was issued before, and was in effect on, March 4, 2020, and that would expire before December 31, 2021, except as specified. Current law provides that if the state or a local agency extended the otherwise applicable time for the expiration, effectuation, or utilization of a housing entitlement for not less than 18 months, as specified, that housing entitlement would not be extended an additional 18 months pursuant to these provisions. This bill would extend by 18 months the period for the expiration, effectuation, or utilization of a housing entitlement, as defined, that was issued before January 1, 2024, and that will expire before December 31, 2025, except as specified. The bill would toll this 18-month extension during any time that the housing entitlement is the subject of a legal challenge.

Notes: ACWA position- OUA 3.13.24

OMWD Recommended Position: Oppose Unless Amended

SB 1147 (Portantino D) Drinking water: bottled water: microplastics levels.

Status: 3/12/2024-Set for hearing April 17.

Location: 2/21/2024-S. E.Q.

Calendar: 4/17/2024 9 a.m. - 1021 O Street, Room 1200 SENATE ENVIRONMENTAL QUALITY, AL BENJAMIN, Chair

Summary: Would require, among other things, the Office of Environmental Health Hazard Assessment (OEHHA) to study the health impacts of microplastics in drinking water, including bottled water, in c evaluate and identify safe and unsafe levels of microplastics in those types of water, and, on or before January 1, 2026, to develop and deliver to the State Water Resources Control Board, among other t public health standards and goals for a safe level of microplastics in those waters. The bill would rec state board, on or before January 1, 2028, to adopt and implement those public health standards ai developed and delivered by OEHHA, and to provide those public health standards and goals to local agencies, along with other specified information provided by OEHHA. The bill would also require the board to establish testing and reporting requirements for an annual testing of microplastics in bottle sold in or into this state, as specified.

OMWD Recommended Position: Oppose Unless Amended

Close Watch

AB 828 (Connolly D) Sustainable groundwater management: managed wetlands.

Last Amend: 1/11/2024

Status: 1/29/2024-Read third time. Passed. Ordered to the Senate. (Ayes 47. Noes 15.) In Senate. Read first time. To Com. on RLS. for assignment.

Location: 1/29/2024-S. RLS.

Summary: The Sustainable Groundwater Management Act requires all groundwater basins designated as high- or medium-priority basins by the Department of Water Resources to be managed under a groundwater sustainability plan or coordinated groundwater sustainability plans, except as specified. Current law defines various terms for purposes of the act. This bill would add various defined terms for purposes of the act, including the terms "managed wetland" and "small community water system."

OMWD Recommended Position: Close Watch

AB 1879 (Gipson D) Electronic signatures.

Last Amend: 3/7/2024

Status: 3/12/2024-From committee: Do pass and re-refer to Com. on REV. & TAX. with recommendation: To Consent Calendar. (Ayes 10. Noes 0.) (March 12). Re-referred to Com. on REV. & TAX.

Location: 3/12/2024-A. REV. & TAX

Calendar: 4/1/2024 2:30 p.m. - State Capitol, Room 126 ASSEMBLY REVENUE AND TAXATION, IRWIN, JACQUI, Chair

Summary: Current law authorizes, in any written communication with a public entity, the use of a digital signature, which is defined, in part, as a type of electronic signature, as defined. Under current law, a digital signature has the same force and effect as the use of a manual signature if it complies with specified requirements and the public entity elects to use a digital signature. Current law requires, at the option of the parties, the use or acceptance of a digital signature. This bill would require, at the option of the parties, the use or acceptance of an electronic signature, including a digital signature, unless otherwise provided. Under the bill, a digital signature would also have the same force and effect as the use of a manual signature if it complies with the above-referenced requirements and the public entity's use of a digital signature is mandated.

OMWD Recommended Position: Close Watch

AB 2079 (Bennett D) Groundwater extraction: large-diameter, high-capacity wells: permits.

Last Amend: 3/21/2024

Status: 3/21/2024-Referred to Com. on W., P., & W. From committee chair, with author's amendments: Amend, and re-refer to Com. on W., P., & W. Read second time and amended.

Location: 3/21/2024-A. W.,P. & W.

Summary: The Sustainable Groundwater Management Act requires all groundwater basins designated as high- or medium-priority basins by the Department of Water Resources to be managed under a groundwater sustainability plan or coordinated groundwater sustainability plans, except as specified. Current law authorizes any local agency or combination of local agencies overlying a groundwater basin to decide to become a groundwater sustainability agency for that basin and imposes specified duties upon that agency or combination of agencies, as provided. Current law requires the State Water Resources Control Board to adopt a model water well, cathodic protection well, and monitoring well drilling and abandonment ordinance implementing certain standards for water well construction, maintenance, and abandonment and requires each county, city, or water agency, where appropriate, not later than January 15, 1990, to adopt a water well, cathodic protection well, and monitoring well drilling and abandonment ordinance that meets or exceeds certain standards. Under current law, if a county, city, or water agency, where appropriate, fails to adopt an ordinance establishing water well, cathodic protection well, and monitoring well drilling and abandonment standards, the model ordinance adopted by the state board is required to take effect on February 15, 1990, and is required to be enforced by the county or city and have the same force and effect as if adopted as a county or city ordinance. This bill would require a local enforcement agency, as defined, to perform specified activities at least 30 days before determining whether to approve a permit for a new large-diameter, high-capacity well, as defined. By imposing additional requirements on a local enforcement agency, the bill would impose a state-mandated local program.

OMWD Recommended Position: Close Watch

AB 2592 (Grayson D) Local planning: housing elements: water and sewer services.

Last Amend: 3/19/2024

Status: 3/20/2024-Re-referred to Com. on H. & C.D.

Location: 3/18/2024-A. H. & C.D.

Summary: The Planning and Zoning Law requires that the housing element adopted by the legislative body of the city, county, or city and county and any amendments made to that element be delivered to all public agencies or private entities that provide water or sewer services, as described, within the territory of the legislative body. Current law requires each public agency or private entity providing water or sewer services to grant a priority for the provision of these

services to proposed developments that include housing units affordable to lower income households. Existing law also requires a public agency or private entity providing water or sewer services to adopt written policies and procedures not later than July 1, 2006, and at least once every 5 years thereafter, with specific objective standards for provision of services, as described. This bill would instead require each public agency or private entity providing water or sewer services to grant a priority for the provision of these services to proposed housing developments, which the bill would define for these purposes to include both housing developments that include units sold or rented to lower income households, as provided in existing law as described above, and housing developments constructed pursuant to specified laws providing for ministerial approval of certain housing developments or subdivision maps. The bill would also update the compliance date to adopt written policies and procedures to July 1, 2025, and continue to require the adoption of those written policies and procedures at least once every 5 years thereafter.

OMWD Recommended Position: Close Watch

[SB 638](#) ([Eggman D](#)) **Climate Resiliency and Flood Protection Bond Act of 2024.**

Last Amend: 6/28/2023

Status: 7/6/2023-July 11 hearing postponed by committee.

Location: 6/15/2023-A. W., P. & W.

Summary: Would enact the Climate Resiliency and Flood Protection Bond Act of 2024 which, if approved by the voters, would authorize the issuance of bonds in the amount of \$6,000,000,000 pursuant to the State General Obligation Bond Law, for flood protection and climate resiliency projects.

OMWD Recommended Position: Close Watch

[SB 1065](#) ([Padilla D](#)) **Primary drinking water standards: hexavalent chromium: compliance plan.**

Last Amend: 3/20/2024

Status: 3/20/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS.

Location: 2/12/2024-S. RLS.

Summary: The California Safe Drinking Water Act requires the State Water Resources Control Board to adopt primary drinking water standards for contaminants in drinking water based upon specified criteria, and requires a primary drinking water standard to be established for hexavalent chromium. Current law authorizes the state board to grant a variance from primary drinking water standards to a public water system. Existing law makes certain violations of the act a crime. The bill would authorize, until January 1, 2029, the state board to grant an extension of up to 3 years beyond any other compliance period established by the state board for a public water system to achieve compliance with the primary drinking water standard for hexavalent chromium, as prescribed. The bill would require a public water system to comply with all requirements that the state board has established for a public water system during the compliance period, including public notice of exceedance of the primary drinking water standard and the inclusion of information in a consumer confidence report. The bill would prohibit a public water system from being deemed in violation of the primary drinking water standard for hexavalent chromium while implementing a compliance plan that has been approved by the state board if an extension is provided.

OMWD Recommended Position: Close Watch

Watch

[AB 305](#) ([Villapudua D](#)) **California Flood Protection Bond Act of 2024.**

Last Amend: 4/25/2023

Status: 6/14/2023-Referred to Coms. on N.R. & W. and GOV. & F.

Location: 6/14/2023-S. N.R. & W.

Summary: Would enact the California Flood Protection Bond Act of 2024 which, if approved by the voters, would authorize the issuance of bonds in the amount of \$4,500,000,000 pursuant to the State General Obligation Bond Law for flood protection projects, as specified. The bill would provide for the submission of these provisions to the voters at the November 5, 2024, statewide general election.

OMWD Recommended Position: Watch

[AB 1272](#) ([Wood D](#)) State Water Resources Control Board: drought planning.

Last Amend: 9/1/2023

Status: 9/14/2023-Withdrawn from Engrossing and Enrolling. Ordered to the Senate. In Senate. Held at Desk.

Location: 9/14/2023-S. DESK

Summary: Would require the State Water Resources Control Board, in consultation with the Department of Fish and Wildlife, to adopt principles and guidelines for diversion and use of water in coastal watersheds, as specified, during times of water shortage for drought preparedness and climate resiliency. The bill would require that the principles and guidelines allow for the development of locally generated watershed-level plans to support public trust uses, public health and safety, and the human right to water in times of water shortage, among other things. The bill also would require the state board, prior to adopting those principles and guidelines, to allow for public comment and hearing, as provided. The bill would make the implementation of these provisions contingent upon an appropriation of funds by the Legislature for this purpose.

OMWD Recommended Position: Watch

[AB 1851](#) ([Holden D](#)) Drinking water: schoolsites: lead testing pilot program.

Last Amend: 3/12/2024

Status: 3/19/2024-From committee: Do pass and re-refer to Com. on ED. (Ayes 7. Noes 0.) (March 19). Re-referred to Com. on ED.

Location: 3/19/2024-A. ED.

Calendar: 4/3/2024 1:30 p.m. - State Capitol, Room 126 ASSEMBLY EDUCATION, MURATSUCHI, AL, Chair

Summary: Would require the Superintendent of Public Instruction, if an appropriation is made for this purpose, to establish a pilot program to test for and remediate lead contamination in drinking water at participating local educational agency facilities with plumbing that was installed before January 1, 2010. The bill would require the Superintendent to select no fewer than 6 and no more than 10 local educational agencies for participation in the pilot program and, if a selected local educational agency consents to participate in the pilot program, the bill would require the Superintendent to provide grants to the participating local educational agencies for testing and remediating drinking water lead levels at eligible facilities. If sampling results show lead levels in excess of 5 parts per billion for any potable water system outlet, the bill would require a participating local educational agency to notify the parents and guardians of pupils who attend the school of the elevated lead levels, as provided, to take immediate steps to shut down all potable water system outlets where excess lead levels may exist, and to ensure that a lead-free source of drinking water is provided for pupils at each potable water system outlet that has been shut down.

OMWD Recommended Position: Watch

[AB 2000](#) ([Mathis R](#)) State Water Project: permit and license conditions.

Status: 1/31/2024-From printer. May be heard in committee March 1.

Location: 1/30/2024-A. PRINT

Summary: Under current law, the State Water Resources Control Board administers a water rights program pursuant to which the State Water Resources Control Board grants permits and licenses to appropriate water. Current law requires the director of the department, in collaboration with the Secretary of the Interior, to prepare a plan, on or before January 1, 2006, to meet the existing permit and license conditions for which the department has an obligation, and to submit copies of

the plan to the state board and the California Bay-Delta Authority prior to increasing the existing permitted diversion rate at the State Water Project's Harvey O. Banks Pumping Plant. This bill would make a nonsubstantive change to the latter provision.

OMWD Recommended Position: Watch – Nonsubstantive change

[AB 2171](#) ([Bennett D](#)) **Water: Department of Water Resources.**

Status: 2/8/2024-From printer. May be heard in committee March 9.

Location: 2/7/2024-A. PRINT

Summary: Current law establishes in the Natural Resources Agency the Department of Water Resources, which is under the control of the Director of Water Resources. Current law provides for the appointment of the director by the Governor, subject to confirmation by the Senate. This bill would make nonsubstantive changes to that provision.

OMWD Recommended Position: Watch – Nonsubstantive change

[AB 2512](#) ([Patterson, Jim R](#)) **Telecommunications: automatic dialing-announcing devices: artificial voices.**

Last Amend: 2/26/2024

Status: 2/27/2024-Re-referred to Com. on C. & C.

Location: 2/26/2024-A. C. & C.

Summary: Current law authorizes the Public Utilities Commission to control and regulate the connection of an automatic dialing-announcing device to a telephone line. Current law defines "automatic dialing-announcing device" as any automatic equipment that incorporates a storage capability of telephone numbers to be called, or a random or sequential number generator capable of producing numbers to be called, and the capability, working alone or in conjunction with other equipment, to disseminate a prerecorded message to the telephone number called. Current law imposes various requirements on the use of an automatic dialing-announcing device. This bill would expand that definition of "automatic dialing-announcing device" to include calls made using an artificial voice, as specified.

OMWD Recommended Position: Watch

[AB 2517](#) ([Fong, Vince R](#)) **Water: water districts: irrigation districts: long-term maintenance agreements.**

Last Amend: 3/21/2024

Status: 3/21/2024-Referred to Com. on W., P., & W. From committee chair, with author's amendments: Amend, and re-refer to Com. on W., P., & W. Read second time and amended.

Location: 3/21/2024-A. W.,P. & W.

Summary: The law authorizes an irrigation district to control, distribute, store, spread, sink, treat, purify, recapture, and salvage any water, as specified. Current law requires the Department of Water Resources to give information so far as it may be practicable to persons contemplating the formation of districts. This bill would require the department to respond to long-term maintenance agreement requests from irrigation districts within 120 days and to prioritize responding to long-term maintenance agreements for waterways that already have existing short-term maintenance agreements.

OMWD Recommended Position: Watch

[AB 2894](#) ([Gallagher R](#)) **Urban water use targets: indoor residential water use.**

Status: 2/16/2024-From printer. May be heard in committee March 17.

Location: 2/15/2024-A. PRINT

Summary: Existing law requires the state to achieve a 20% reduction in urban per capita water use in California. Existing law requires each urban retail water supplier to develop urban water use

targets and an interim urban water use target, as specified, and states the intent of the Legislature that the urban water use targets cumulatively result in a 20% reduction from the baseline daily per capita water use. Existing law requires the Department of Water Resources to develop technical methodologies and criteria, as provided, for purposes of these provisions. This bill would make a nonsubstantive change to the provision requiring the department to develop technical methodologies and criteria.

OMWD Recommended Position: Watch – Nonsubstantive change

[AB 2947](#) ([Lackey R](#)) **Water: turfgrass conversion.**

Status: 3/11/2024-Referred to Com. on W., P., & W.

Location: 3/11/2024-A. W.,P. & W.

Summary: The Water Conservation in Landscaping Act provides for a model water efficient landscape ordinance that is adopted and updated at least every 3 years by the Department of Water Resources, unless the department makes a specified finding. This bill would prohibit the department, when it allocates funding for turf replacement programs, from excluding urban water suppliers' turfgrass conversion rebate programs if the rebate program requires the recipient of a rebate to achieve a net water savings and to use the most efficient turfgrass irrigation equipment, as provided. The bill would require an urban water supplier that offers a turfgrass conversion rebate program to report annually to the department on the number of turfgrass conversions that are funded through the program and the estimated water savings from the program.

OMWD Recommended Position: Watch

[AB 3044](#) ([Alanis R](#)) **Urban retail water suppliers: urban water use objectives: report.**

Last Amend: 3/21/2024

Status: 3/21/2024-Referred to Com. on W., P., & W. From committee chair, with author's amendments: Amend, and re-refer to Com. on W., P., & W. Read second time and amended.

Location: 3/21/2024-A. W.,P. & W.

Summary: Current law requires the Department of Water Resources, on or before January 1, 2028, and in coordination with the State Water Resources Control Board, to submit a report to the Legislature on the progress of urban retail water suppliers towards achieving their urban water use objective. This bill would instead require the report to be submitted to the Legislature on or before January 1, 2029.

OMWD Recommended Position: Watch

[AB 3073](#) ([Haney D](#)) **Wastewater testing: illicit substances.**

Last Amend: 3/21/2024

Status: 3/21/2024-From committee chair, with author's amendments: Amend, and re-refer to Com. on E.S. & T.M. Read second time and amended.

Location: 3/11/2024-A. E.S. & T.M.

Calendar: 4/9/2024 1:30 p.m. - State Capitol, Room 444 ASSEMBLY ENVIRONMENTAL SAFETY AND TOXIC MATERIALS, GARCIA, EDUARDO, Chair

Summary: Would require the State Department of Public Health, in consultation with participating wastewater treatment facilities, local public health agencies, and other subject matter experts, to create a pilot program to test for high-risk substances and related treatment medications in wastewater. Under the bill, the goal of the program would be to determine how wastewater data can be used by state and local public health programs to address substance abuse in California. The bill would require the department to develop a list of target substances to be analyzed during the program that may include cocaine, fentanyl, methamphetamine, xylazine, methadone, buprenorphine, and naloxone. The bill would require the department, on or before July 1, 2025, to solicit voluntary participation from local public health agencies and wastewater treatment facilities, as specified. The bill would require the department to work with the participating agencies and facilities to collect samples and to arrange for those samples to be tested by qualified laboratories.

The bill would require the department, in consultation with public health agencies and subject matter experts, to analyze test results to determine possible public health interventions.

OMWD Recommended Position: Watch

AB 3090 (Maienschein D) Drinking water standards: noncompliance: notification.

Status: 3/11/2024-Referred to Com. on E.S. & T.M.

Location: 3/11/2024-A. E.S. & T.M.

Calendar: 4/9/2024 1:30 p.m. - State Capitol, Room 444 ASSEMBLY ENVIRONMENTAL SAFETY AND TOXIC MATERIALS, GARCIA, EDUARDO, Chair

Summary: Current law requires a person operating a public water system to notify the State Water Resources Control Board and users of the public water system, in the manner prescribed by the board, when any primary drinking water standard specified in the board's regulations is not complied with, when a monitoring requirement specified in the board's regulations is not performed, or when a water purveyor fails to comply with the conditions of any variance or exemption. Current law authorizes and encourages the public water system to provide notice through foreign language media in addition to nonwritten notification provided for in the public water system's emergency notification plan. This bill would further authorize and encourage public water systems to provide notification through public safety communications technology, including the federal Wireless Emergency Alert system, that communicates with groups in the affected geographic area.

OMWD Recommended Position: Watch

AB 3121 (Hart D) Urban retail water suppliers: written notice: conservation order: dates.

Status: 3/11/2024-Referred to Com. on W., P., & W.

Location: 3/11/2024-A. W.,P. & W.

Summary: Current law authorizes the State Water Resources Control Board, on and after January 1, 2025, to issue a written notice to an urban retail water supplier that does not meet its urban water use objective. Current law authorizes the board, on and after January 1, 2026, to issue a conservation order to an urban retail water supplier that does not meet its urban water use objective. This bill would instead provide that the date the board is authorized to issue a written notice to January 1, 2026 and a conservation order to January 1, 2027.

OMWD Recommended Position: Watch

AB 3157 (Papan D) California Water District Law.

Status: 2/17/2024-From printer. May be heard in committee March 18.

Location: 2/16/2024-A. PRINT

Summary: The California Water District Law (CWDL) authorizes a water district, by using any water or water supplies furnished to the district or used by the district, to construct, maintain, and operate plants for the generation of hydroelectric power from those water and transmission lines for the conveyance of that power. The CWDL authorizes a water district to join with any other district engaged in distributing water in exercising the powers granted to the district pursuant to that authorization, as described, or to execute joint power agreements with any agency formed for that purpose. This bill would make a nonsubstantive change to the latter authorization.

OMWD Recommended Position: Watch – Nonsubstantive change

AB 3187 (Carrillo, Juan D) Safe Drinking Water Plan.

Status: 2/17/2024-From printer. May be heard in committee March 18.

Location: 2/16/2024-A. PRINT

Summary: The California Safe Drinking Water Act requires the State Water Resources Control Board to maintain a drinking water program and carry out various duties, responsibilities, and functions relating to drinking water, including submission to the Legislature, every 5 years, of a comprehensive Safe Drinking Water Plan for California. This bill would make nonsubstantive changes to the provision requiring submission of a Safe Drinking Water Plan.

OMWD Recommended Position: Watch – Nonsubstantive change

ACA 2 (Alanis R) Water Resiliency Act of 2024.

Last Amend: 3/6/2024

Status: 3/19/2024-In committee: Set, first hearing. Hearing canceled at the request of author.

Location: 4/20/2023-A. W.,P. & W.

Summary: The California Constitution declares that the general welfare requires that the water resources of the state be put to beneficial use to the fullest extent of which they are capable, and that the right to the use of water does not extend to the waste or unreasonable use, method of use, or method of diversion of water. This measure would require the Treasurer to annually transfer an amount equal to 1.5% of all state revenues from the General Fund to the California Water Resiliency Trust Fund, which the measure would create. The measure would continuously appropriate moneys in the fund to the California Water Commission for its actual costs of implementing these provisions and for specified water infrastructure projects.

OMWD Recommended Position: Watch

SB 1110 (Ashby D) Urban retail water suppliers: informational order: conservation order.

Status: 2/21/2024-Referred to Com. on N.R. & W.

Location: 2/21/2024-S. N.R. & W.

Summary: Current law authorizes the State Water Resources Control Board, on and after January 1, 2024, to issue informational orders pertaining to water production, water use, and water conservation to an urban retail water supplier that does not meet its urban water use objective. Current law requires the board to consider certain information in determining whether to issue an informational order. This bill would require the board to additionally consider lower cost actions the water supplier has implemented or will implement in order to help the water supplier achieve overall water supply resiliency in determining whether to issue an informational order.

OMWD Recommended Position: Watch

SB 1156 (Hurtado D) Groundwater sustainability agencies: financial disclosures.

Status: 3/1/2024-Set for hearing April 9.

Location: 2/21/2024-S. N.R. & W.

Calendar: 4/9/2024 9 a.m. - 1021 O Street, Room 2100 and 1:30 p.m. - State Capitol, Room 112, if necessary SENATE NATURAL RESOURCES AND WATER, MIN, DAVE, Chair

Summary: The Sustainable Groundwater Management Act requires all groundwater basins designated as high- or medium-priority basins by the Department of Water Resources to be managed under a groundwater sustainability plan or coordinated groundwater sustainability plans, except as specified. Existing law requires a groundwater sustainability plan to be developed and implemented for each medium- or high-priority basin by a groundwater sustainability agency. Current law authorizes any local agency or combination of local agencies overlying a groundwater basin to decide to become a groundwater sustainability agency for that basin, as provided. Current provisions of the Political Reform Act of 1974 prohibit a public official from making, participating in making, or attempting to use their official position to influence a governmental decision in which they know or have reason to know that they have a financial interest, as defined. However, current law permits a public official to make or participate in the making of a governmental decision, even if the public official knows or has reason to know that the official has a financial interest, if the official's participation is legally required for the action or decision to be made. Current law makes a knowing or willful violation of the act a misdemeanor and subjects offenders to criminal penalties. This bill would require members of the executive team, board of directors, and other groundwater management decision makers of groundwater sustainability agencies to annually disclose any

economic or financial interests pursuant to the Political Reform Act of 1974 that may reasonably be considered to affect their decision-making related to groundwater management, as provided.

OMWD Recommended Position: Watch

SB 1178 (Padilla D) California Water Quality and Public Health Protection Act.

Last Amend: 3/18/2024

Status: 3/18/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS.

Location: 2/14/2024-S. RLS.

Summary: Would require the State Water Resources Control Board to, on or before August 1, 2025, establish regulations governing annual reporting by compliance entities, as defined, regarding water discharges, as provided. The bill would require compliance entities to submit a report to the board by June 1, 2026, and annually thereafter on water discharges and their locations, as provided. The bill would require the board to quantify the cost of mitigating contamination, if any, caused by those reported water discharges and would require the board to notify the compliance entities of the cost of mitigating their contamination. The bill would authorize the compliance entity to elect to mitigate the contamination caused by the entity's reported water discharges, or to have the board, in coordination with the Franchise Tax Board, impose, on the reporting compliance entity's annual tax bill, a surcharge for the cost of mitigating the compliance entity's contamination. The bill would create the California Water Quality and Public Health Impact Fund for receipt of revenue from the surcharge. The bill would require the moneys in the fund to be used exclusively to mitigate the impacts of the contamination on waters of the state caused by the reported water discharges. The bill would authorize the board to charge compliance entities a reasonable fee necessary to cover the board's reasonable costs of administering and implementing these provisions and to impose noncompliance penalties, not to exceed \$1,000,000.

OMWD Recommended Position: Watch

SB 1210 (Skinner D) New housing construction: electrical, gas, sewer, and water service connections: charges.

Last Amend: 3/18/2024

Status: 3/19/2024-Set for hearing April 2.

Location: 2/29/2024-S. E. U., & C.

Calendar: 4/2/2024 9 a.m. - 1021 O Street, Room 1200 SENATE ENERGY, UTILITIES AND COMMUNICATIONS, BRADFORD, STEVEN, Chair

Summary: Existing law vests the Public Utilities Commission with regulatory authority over public utilities, including electrical corporations, gas corporations, sewer system corporations, and water corporations, while local publicly owned utilities, including municipal utility districts, public utility districts, and irrigation districts, are under the direction of their governing boards. This bill would, for new housing construction, require those above-described utilities to publicly post on their internet websites (1) the amount of any charge issued for a service connection, capacity, or other point of connection charge by the housing unit's address, and (2) the schedule of fees for a service connection, capacity, or other point of connection charge, as specified. To the extent that this bill imposes new requirements on certain local agencies, the bill would impose a state-mandated local program. The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement. This bill would provide that no reimbursement is required by this act for a specified reason.

OMWD Recommended Position: Watch

SB 1255 (Durazo D) Public water systems: needs analysis.

Status: 3/12/2024-Set for hearing April 24.

Location: 2/29/2024-S. E.Q.

Calendar: 4/24/2024 9 a.m. - State Capitol, Room 113 SENATE ENVIRONMENTAL QUALITY, ALLEN, BENJAMIN, Chair

Summary: The California Safe Drinking Water Act provides for the operation of public water systems and imposes on the State Water Resources Control Board various responsibilities and duties relating to the regulation of drinking water to protect public health. Current law establishes the Safe and Affordable Drinking Water Fund in the State Treasury to help water systems provide an adequate and affordable supply of safe drinking water in both the near and long terms. Current law requires the state board to annually adopt a fund expenditure plan, as provided, and requires expenditures from the fund to be consistent with the fund expenditure plan. Current law requires the state board to base the fund expenditure plan on data and analysis drawn from a specified drinking water needs assessment. This bill would require the state board to develop a needs analysis of the state's public water systems on or before May 1, 2025, and on or before May 1 of each year thereafter.

OMWD Recommended Position: Watch

[SB 1360](#) ([Alvarado-Gil D](#)) Water quality: state board certification.

Last Amend: 3/18/2024

Status: 3/18/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS.

Location: 2/16/2024-S. RLS.

Summary: The Porter-Cologne Water Quality Control Act authorizes the State Water Resources Control Board to certify or provide a statement to a federal agency, as required pursuant to federal law, that there is reasonable assurance that an activity of any person subject to the jurisdiction of the state board will not reduce water quality below applicable standards. The federal act provides that if a state fails or refuses to act on a request for this certification within a reasonable period of time, which shall not exceed one year after receipt of the request, then the state certification requirements are waived with respect to the federal application. Current law authorizes the state board to issue the certificate or statement before completion of the required environmental review if the state board determines that waiting until completion of that environmental review to issue the certificate or statement poses a substantial risk of waiver of the state board's certification authority under the Federal Water Pollution Control Act or any other federal water quality control law, as provided. This bill would require the state board to issue the certificate or statement before completion of the required environmental review if the state board and Governor's Office of Business and Economic Development, in consultation with an applicant, jointly determine that the applicant's project will help the state meet its clean energy goals and increase electric reliability and waiting until completion of that environmental review to issue the certificate or statement poses a risk to the applicant of not being eligible for federal tax credits or incentives, as provided.

OMWD Recommended Position: Watch

[SB 1373](#) ([Cortese D](#)) Water data dashboard.

Last Amend: 3/20/2024

Status: 3/20/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS.

Location: 2/16/2024-S. RLS.

Summary: The Open and Transparent Water Data Act requires the Department of Water Resources, in consultation with the California Water Quality Monitoring Council, the State Water Resources Control Board, and the Department of Fish and Wildlife, to create, operate, and maintain a statewide integrated water data platform that, among other things, integrates existing water and ecological data information from multiple databases and provides data on completed water transfers and exchanges. This bill would require the department, with input from with the California Water Data Consortium, as defined, to create a water data dashboard that is accessible through its internet website, as specified.

OMWD Recommended Position: Watch

[SB 1387](#) ([Newman D](#)) California Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project: vehicle eligibility.

Last Amend: 3/18/2024

Status: 3/18/2024-From committee with author's amendments. Read second time and amended. Re-referred to Com. on RLS.

Location: 2/16/2024-S. RLS.

Summary: The State Air Resources Board state board administers the California Hybrid and Zero-Emission Truck and Bus Voucher Incentive Project under which the agency issues a limited number of vouchers to incentivize the purchase and use of zero-emission commercial vehicles. This bill would require the state board to authorize a voucher issued under the program to be used for the acquisition of any zero-emission vehicle that meets specified requirements, including that the vehicle has a gross vehicle weight rating that exceeds 8,500 pounds and the vehicle is purchased for fleet operations by a public or private fleet or for personal and commercial use by an individual. If the voucher is provided to an individual to acquire a vehicle for personal and commercial use, the bill would require that individual to attest under penalty of perjury that the vehicle will be substantially used in furtherance of a valid commercial or business purpose. The bill would authorize the state board to adopt regulations to implement these requirements.

OMWD Recommended Position: Watch

[SB 1467](#) (Rubio D) California Water District Law.

Status: 2/29/2024-Referred to Com. on RLS.

Location: 2/16/2024-S. RLS.

Summary: The California Water District Law (CWDL) provides for the establishment of water districts, and grants a district the power to acquire, plan, construct, maintain, improve, operate, and keep in repair the necessary works for the production, storage, transmission, and distribution of water for irrigation, domestic, industrial, and municipal purposes. This bill would make a nonsubstantive change to the latter authorization.

OMWD Recommended Position: Watch – Nonsubstantive change

***[SB 1072](#) (Padilla D) Local government: Proposition 218: remedies.**

Status: 2/21/2024-Referred to Com. on L. GOV.

Location: 2/21/2024-S. L. GOV.

Summary: The California Constitution sets forth various requirements for the imposition of local tax. California Constitution excludes from classification as a tax assessments and property-related fees in accordance with provisions of the California Constitution that establish requirements for those assessments and property-related fees. Under these requirements, an assessment is prohibited from imposed on any parcel if it exceeds the reasonable cost of the proportional special benefit conferred parcel, and a fee or charge imposed on any parcel or person as an incident of property ownership is prohibited from exceeding the proportional cost of the service attributable to the parcel. This bill would require, if a property-related fee or charge creates revenues in excess of the local government's real cost of providing the specific benefit or specific government service, that the excess revenues be used to reduce the subsequently adopted and following property-related fee or charge. The bill would declare this provision is declaratory of existing law.

Notes: ACWA position- support 3.13.24

OMWD Recommended Position: Watch

Total Measures: 42

Total Tracking Forms: 42

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: LEGISLATIVE REPORT

2023-2024 LEGISLATIVE AND REGULATORY REVIEW

The 2023-2024 Legislative and Regulatory Review provides an overview of legislative and regulatory activities to customers, interested parties, and the OMWD Board of Directors.

OLIVENHAIN MUNICIPAL WATER DISTRICT



LEGISLATIVE & REGULATORY REVIEW

2023 - 2024



2023–2024 LEGISLATIVE & REGULATORY REVIEW

1966 Olivenhain Road
Encinitas, CA 92024
760-753-6466

For more information on this report or OMWD's public affairs program, contact Brian Sodeman at bsodeman@olivenhain.com.

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MISSION

Olivenhain Municipal Water District is a public agency providing water, wastewater services, recycled water, hydroelectricity, and operation of Elfin Forest Recreational Reserve. Organized in 1959, OMWD currently serves approximately 87,000 customers over 48 square miles in northern San Diego County.

Olivenhain Municipal Water District is committed to serving present and future customers with safe, reliable, high-quality water while exceeding all regulatory requirements in a cost-effective and environmentally responsive manner.

OMWD is dedicated to providing recycled water, wastewater treatment, and hydroelectricity in the most cost-effective, environmentally responsive, and service-oriented manner.

OMWD is devoted to the safe operation of Elfin Forest Recreational Reserve and providing all users with a unique recreational, educational, and environmental experience.

OMWD is committed to pursuing alternative and/or renewable resources with the most sustainable, efficient, and cost-effective approach.

OMWD is steadfast in complying with policies and procedures that adhere to local, state, and federal guidelines for national security and disaster preparedness.



LEADERSHIP

OMWD is governed by a five-member Board of Directors elected for staggered four-year terms, with each director being elected from a specific geographic area of OMWD's service area. Current directors are as follows:

Olivenhain Municipal Water District
Board of Directors



Christy Guerin, President

Term of Office: 2020-2024 Division 3



Matthew R. Hahn, Vice President

Term of Office: 2022-2026 Division 4



Neal Meyers, Treasurer

Term of Office: 2022-2024 Division 5



Lawrence A. Watt, Secretary

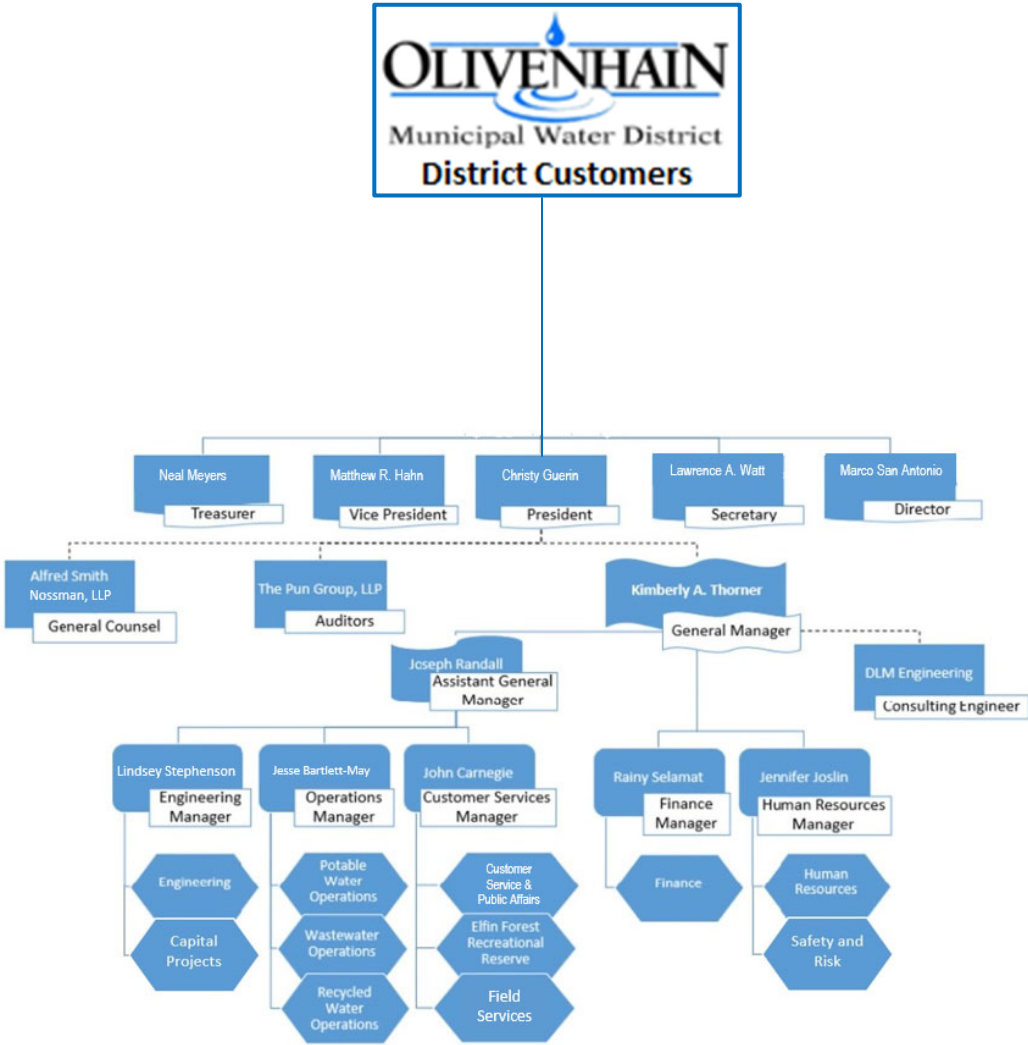
Term of Office: 2020-2024 Division 2



Marco San Antonio, Director

Term of Office: 2022-2026 Division 1

2024 Organizational Chart



INTRODUCTION

LEGISLATIVE ENGAGEMENT

Olivenhain Municipal Water District has established itself as a regional leader by engaging federal and state leaders on a wide array of legislative and regulatory issues. Many of OMWD's priorities are outlined through its legislative guidelines, which offer a framework to evaluate the impact of legislation upon OMWD and its customers. In addition to the staff analysis, OMWD has contracted professional representation at the federal and state level. On behalf of the North San Diego Water Reuse Coalition, BlueWater Strategies, LLC, provides legislative and regulatory advice and assistance with federal agencies, United States House of Representatives, and United State Senate. Nossaman, LLP, provides OMWD with legislative and regulatory relations services at the state level.

LEGISLATIVE & REGULATORY REVIEW

The 2023–2024 Legislative & Regulatory Review provides an overview of legislative and regulatory activities to customers, interested parties, and the OMWD Board of Directors.

This report is comprised of three main components, beginning with an overview of legislative and regulatory outreach conducted by OMWD staff in calendar year 2023. This section begins with a summary of major developments impacting legislation during the year. The summary is followed with an outline of official legislative and regulatory correspondence sent by OMWD on key issues facing our customers, along with a summary of collaborative advocacy conducted by staff.

After a review of the past year, this report offers a general outline of policy and regulatory issues that are anticipated in calendar year 2024. This assessment is formulated through staff analysis, with information from professional representatives.

Finally, the report concludes with OMWD's Legislative Guidelines, which were approved at the December 13, 2023 Board of Directors meeting. OMWD staff uses these guidelines to take action on pressing issues, provide regulatory comments, and take positions on pending legislation.

REVIEW OF 2023

SUMMARY

California Drought

The drought-related State of Emergency that Governor Newsom had declared in 2021 remained in effect throughout 2023. The emergency declaration directed water agencies throughout the state to activate their Water Shortage Contingency Plans to preserve water supplies. As a result of one of the wettest winters on record, statewide drought conditions eased considerably in 2023. However, while California's surface water conditions greatly improved, several water supply challenges still existed. The entire state remained under a drought-related state of emergency that was declared by the State Water Resources Control Board. These emergency regulations to prohibit wasteful water use expired December 21, 2023.

OMWD had already activated Level 1 of its Water Shortage Contingency Plan in 2016. At the Level 1 condition, customers were encouraged to take voluntary actions to reduce water waste, such as promptly fixing leaks, stopping runoff from inefficient irrigation, irrigating only during night and early morning hours, and avoiding washing down paved surfaces.

In 2023, SWRCB required that all urban water suppliers in California continue to implement the actions outlined in their Water Shortage Contingency Plan, and OMWD strongly encouraged the following water-saving measures:

- Restrict outdoor irrigation to no more than three days per week, with odd-numbered houses irrigating on Sunday, Tuesday, and Thursday and even-numbered houses irrigating on Monday, Wednesday, and Saturday
- Restrict outdoor irrigation to no more than 10 minutes per irrigation station for systems not using water-efficient devices
- Repair leaks within 72 hours of notification by OMWD
- Discontinue use of ornamental fountains or water features that use potable water

In addition, the SWRCB prohibited irrigation by commercial customers of turf that is solely ornamental, subject to certain exceptions.

COVID-19 Pandemic

The spread of the COVID-19 virus worldwide caused millions of deaths, widespread economic disruption, and significant forms of government intervention. On February 28, 2023, the California State Governor issued a proclamation terminating the emergency COVID-19 order.

California's Senator Feinstein and Speaker Emerita Pelosi

Senator Dianne Feinstein, who served as a United States Senator from California for three-decades, passed on September 29, 2023. The late Senator Dianne Feinstein's seat was filled by the California State Governor's appointment of Senator Laphonza Butler. Senator Butler announced that she will not run in the 2024 elections for the seat she currently occupies until November 5, 2024.

Speaker Emerita Nancy Pelosi, who continues to serve as a United States House Representative from California, resigned as the Speaker of the House of Representatives on January 3, 2023. She was succeeded by Representative Kevin McCarthy from California, who was then succeeded by Congressman Mike Johnson from Louisiana on October 25, 2023.

OMWD’S LEGISLATIVE & REGULATORY OUTREACH

On nearly a daily basis, OMWD’s Public Affairs team communicates and works with San Diego County Water Authority, Metropolitan Water District of Southern California, neighboring agencies, elected representatives, advocacy organizations, along with state and federal agencies on a wide array of issues. These communications are made through formal correspondence and collaborative meetings.

Formal Correspondence

On occasion, OMWD provides formal comments on proposed regulatory frameworks and takes positions on proposed legislation and policies. The list below provides an at-a-glance “snapshot” of the formal correspondence OMWD produced in 2023:

February 23, 2023 Comments provided to members of the ACWA Turf Policy Working Group regarding more specific definitions for “non-functional turf” and other terms in AB 1572.

March 13, 2023 Comments provided to the Federal Office of Management and Budget on behalf of the North San Diego Water Reuse Coalition, regarding proposed Build America, Buy America Rules in the Federal Register (88 FR 8374).

March 28, 2023 Position letter provided to the California State Senate supporting SB 366 related to the California Water Plan and long-term water supply targets.

March 28, 2023 Comments provided to the California State Water Resources Control Board providing input on long-term water use efficiency proposed Regulatory Framework for Making Conservation a California Way of Life.

March 29, 2023 Position letter of support provided to member of the California State Assembly in support of AB 1594, which would require that any state regulation applicable to essential public agency utility vehicles ensure that

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In 2023, OMWD produced 31 comments on proposed regulatory frameworks and positions on proposed legislation and policies.

those vehicles can support a public agency utility's ability to maintain reliable water and electric service, respond to disasters in an emergency capacity, and provide mutual aid assistance statewide and nationwide.

- March 30, 2023** Position letter provided to member of the California State Senate supporting SB 23, which would streamline the permitting process of water supply and flood risk reduction projects while preserving established environmental protections.
- April 7, 2023** Comment letter to members of the California Air Resources Board regarding the proposed 15-day changes to the proposed Regulation Order Advanced Clean Fleets Regulation State and Local Government Agency Fleet Requirements, to consider additional details for successful implementation.
- April 19, 2023** Position letter of support provided to the California State Senate regarding SB 411, which would ensure alternate teleconferencing provisions indefinitely to boards and advisory boards of local agencies and commissions.
- April 19, 2023** Position letter to member of the California State Assembly, in support of AB 30, which would update and expand the Atmospheric River Research and Forecast Improvement Reservoir Operations and the Hazard Resiliency Program within the California Department of Water Resources.
- April 19, 2023** Position letter to member of the California State Assembly, opposing AB 838, which would place additional requirements on public water systems by having them provide specified information and data related to the average water bill paid by customers at intervals determined by the SWRCB.
- May 4, 2023** Comment letter to member of the California State Assembly regarding AB 1637, which would require local agencies to secure and utilize their website through a new.gov or ca.gov domain no later than January 1, 2025.
- May 9, 2023** Position letter provided to member of the California State Assembly, opposing unless amended, AB 1072, which could potentially violate Proposition 218 requirements and indirect inappropriate state funding of rebates.

- May 9, 2023** Position letter to member of the California State Assembly, opposing AB 755, which would require a public entity to conduct a cost-of-service analysis to identify the incremental costs incurred by major water users and the incremental costs avoided if the major water users met the SWRCB’s Urban Water Use Efficiency Standards.
- May 9, 2023** Position letter to member of the California State Assembly, opposing unless amended, AB 1572, which would create regulatory structure around a prohibition on the use of potable water for the irrigation of nonfunctional turf on properties other than single-family homes.
- May 19, 2023** Comments provided to the US Environmental Protection Agency on National Primary Drinking Water Regulations: Consumer Confidence Report Rule Revisions-Docket ID No. EPA HQ-OW-2022-0260.
- May 22, 2023** Comments provided to the San Diego County Water Authority objecting to the proposed 13 percent increase to wholesale cost of untreated water effective January 1, 2024, as presented by Water Authority’s staff in April 2023 and included in the Water Authority’s Fiscal Years 2024 and 2025 Draft Recommended Budget.
- May 22, 2023** Comments provided to the San Diego Local Agency Commission on the proposed “Rainbow Municipal Water District and Fallbrook Public Utility District Reorganizations: Wholesale Water Services” for the June 5, 2023, Public Hearing.
- May 23, 2023** Position letter to member of the California State Assembly, opposing unless amended, AB 1573, which would amend the Model Water Efficient Landscape Ordinance.
- May 25, 2023** Position letter of support if amended to the California State Governor, regarding SB 867 and SB 1567, regarding water and climate bonds.
- June 6, 2023** Position letter of support to members of the California State Assembly, and California State Senate, supporting the Newsom Administration’s proposed infrastructure package to accelerate critical clean infrastructure projects that meet state social, climate, and economic goals.

- June 8, 2023** Position letter to member of the California State Senate, supporting AB 30, which would update and expand the Atmospheric River Research and Forecast Improvement Reservoir Operations and the Hazard Resiliency Program within the California Department of Water Resources.
- June 29, 2023** Position letter of support to member of the California State Assembly, regarding SB 411, which would ensure alternate teleconferencing provisions indefinitely to boards and advisory boards of local agencies and commissions.
- June 29, 2023** Position letter to member of the California State Senate supporting AB 1594, which would require that any state regulation applicable to essential public agency utility vehicles ensures that those vehicles can support a public agency utility’s ability to maintain reliable water and electric service, respond to disasters, in an emergency capacity, and provide mutual aid assistance statewide and nationwide.
- June 29, 2023** Comments provided to members of the United States Senate on the draft perfluoroalkyl substances legislative language to carry out actions and address the treatment, management, and destruction of PFAS and other emerging contaminants.
- July 26, 2023** Comments provided to member of the California State Assembly on suggested amendment to AB 399, regarding the “Water Ratepayer Protection Act of 2023.”
- September 21, 2023** Position letter of support requesting signature to the California State Governor, regarding SB 411, which ensures alternate teleconferencing provisions indefinitely to boards and advisory boards of local agencies and commissions.
- September 21, 2023** Position letter of support requesting signature to the California State Governor, regarding AB 1594, which would require that any state regulation applicable to essential public agency utility vehicles ensures that those vehicles can support a public agency utility’s ability to maintain reliable water and electric service, respond to disasters, in an emergency capacity, and provide mutual aid assistance statewide and nationwide.

- September 29, 2023** Comments provided to the State Water Resources Control Board on the proposed Regulatory Framework for Making Conservation a California Way of Life.
- October 4, 2023** Comments provided to member of the California State Assembly requesting consideration in introducing legislation to safeguard water agencies and to ensure fair ratepayer protection throughout San Diego, through modernizing the “County Water Authority Act.”
- October 19, 2023** Comments provided to the California Department of Water Resources expressing support for the California Water Plan Update 2023, while noting some essential considerations for successful implementation of the proposed plan.
- November 13, 2023** Comments provided to the San Diego Local Agency Formation Commission on proposed out-of-agency services policy to formalize and expand existing practices to provide clear direction to all local agencies on how out-of-agency services are regulated.

Legislative and Regulatory Collaboration

OMWD collaborates extensively with partners and stakeholders throughout California. Staff participates in multiple meetings to advocate for OMWD customers on a wide range of issues from water reuse to governance of water resources in the San Diego region. The list below provides an overview of the meetings and agencies OMWD has worked within 2023:

Association of California Water Agencies

ACWA Fall and Spring Conferences & Exhibitions

ACWA conferences offer comprehensive and relevant analyses of issues surrounding the reliable delivery of safe water to millions of Californians.

220

In 2023, OMWD participated in over 220 meetings or workgroups with partners and stakeholders.

ACWA Region 10

As a member of ACWA Region 10, OMWD's General Manager, Kimberly A. Thorner participated in the 2023 election of officers.

ACWA Monday Morning Lobby Group Meeting

Nossaman, LLP participates in these meetings that include lobbyists representing the water industry from all over California.

ACWA Regulatory Committees: Water Management, Water Quality, Energy and Groundwater

Nossaman, LLP regulatory subconsultants participate in these regulatory meetings on behalf of OMWD.

APWA-San Diego Chapter Luncheons

The American Public Works Association provides education, idea exchange, and networking opportunities through a network of professionals dedicated to public works.

AWWA California-Nevada Section

The American Waterworks Association is an international, nonprofit, scientific and educational society dedicated to providing total water solutions assuring the effective management of water. OMWD holds a membership with the AWWA California-Nevada Section. In August 2022, OMWD's General Manager, Kimberly A. Thorner provided a presentation for AWWA, San

Diego Women in Water (leading a discussion about dilemmas facing women in leadership in the water sector, as well as the double bind dilemma for women.)

Women in Water Symposium

The Women in Water Symposium (in partnership with Cuyamaca College) is a multi-day, online conference offering workshops for students, water industry professionals, and those exploring careers in water and wastewater. General Manager, Kimberly A. Thorner provided a presentation on the water industry and how the work environment may evolve as a result of COVID-19.

California Special Districts Association

CSDA Special Districts Annual Conference

This annual conference highlights in-depth topics on issues that special districts are facing through presentations and panel discussions.

CSDA San Diego Chapter Quarterly Meeting

These quarterly meetings are attended by CSDA members, including OMWD, other special districts, and representatives of industry. Meetings discuss upcoming legislation, regulatory changes, and conversations on good governance and improving core local services through professional development, advocacy, and other services for special districts.

CSDA Special District Leadership Academy

Provides the knowledge base to perform essential governance responsibilities and is designed for both new and experienced special district board members. Modules include courses on Governance Foundations, Setting Direction/Community Leadership, Board's Role in Human Resources, and the Board's Role in Finance and Fiscal Accountability. General Manager, Kimberly A. Thorner serves as faculty for this program in 2024.

CSDA Special District Leadership Foundation

OMWD achieved reaccreditation with the Platinum District of Distinction Award (one of the most prestigious local government awards in the state of California) in 2022, which remains valid for three years. This award recognizes OMWD's commitment to good governance, and to ethical and sound operating practices.

Council of Water Utilities San Diego County

COWU is a monthly forum for regional San Diego water utility agencies. Meetings are designed to inform participants and share information relevant to water and related agencies. These monthly collaborative meetings have also included notable guest speakers from the water industry.

County of San Diego

Department of Environmental Health and Quality - Recycled Water Program & Recycled Water Purveyors

San Diego County Department of Health and Quality recycled water staff meets biannually with San Diego's large recycled water system purveyors and OMWD staff. Discussions primarily focus on recycled water use management processes and procedures to protect the public from potential health risks associated with cross-connections of recycled water and drinking water supplies. Meetings also facilitate discussion on preventing health risks from direct contact with recycled water.

Cross-Connection Control Advisory Committee of San Diego

As a nonprofit, the Cross-Connection Control Advisory Committee is a collaborative effort between stakeholders concerned with a safe and healthy water supply. The Advisory Committee exists to protect the public health by increasing awareness of the best cross-connection control and backflow prevention methods. OMWD staff participates in biannual meetings of the Advisory Committee, working to prevent dangerous backflow into potable water systems.

Center for Water Studies Industry Advisory Commission at Cuyamaca College

The IAC plays a critical role in ensuring that Cuyamaca College's program meets the water industry's employment needs and assists the Center for Water Studies staff in staying current on local waterworks issues so that programs have the necessary resources to meet the challenges ahead. General Manager Kimberly A. Thorner and Operations Manager Jesse Bartlett-May serve on this Advisory Commission.

Local Agency Formation Commission – San Diego

Special Districts Advisory Committee

OMWD's General Manager, Kimberly A. Thorner serves as Chair of San Diego LAFCO's Special Districts Advisory Committee. The Committee is tasked with providing feedback – including recommendations – on germane topics to assist LAFCO in fulfilling its regulatory and planning functions.

Municipal Service Review for Water Wholesalers Advisory Committee

The committee is tasked with advising on matters related to water wholesaling within the San Diego region. General Manager, Kimberly A. Thorner serves on this committee in 2024.

Ad Hoc Advisory Committee – Rainbow Municipal Water District & Fallbrook Public Utility District Reorganization Proposals

San Diego LAFCO is processing two related proposals separately filed by the Rainbow Municipal Water District and Fallbrook Public Utility District. These proposals request LAFCO

approval for each agency to separately and concurrently detach from the San Diego County Water Authority and annex to the Eastern Municipal Water District, in Riverside County, for purposes of changing wholesale water suppliers. OMWD is represented on the Ad Hoc Committee by General Manager Kimberly A. Thorner.

North San Diego Water Reuse Coalition

The NSDWRC consists of nine water and wastewater agencies collaborating and taking inventory of where there is a supply of wastewater and a demand for recycled water for irrigation, industrial, or potable uses. The Coalition periodically meets with legislators, works with BlueWater Strategies to assist in securing grant funding, and makes advocacy trips when possible.

One Water North San Diego Coalition

Local agencies in North County who actively support a future regional Potable Reuse project. These agencies will have input into the final potable reuse concept, institutional structure, financing approach, and branding efforts.

San Diego County Water Authority

Board of Directors

SDCWA is governed by a 35-member board of directors representing the 23 member agencies in San Diego County, one of which is OMWD. The board of directors establishes and administers policies for SDCWA at its monthly meetings. The OMWD board of directors appointed Director Meyers as its representative to the SDCWA Board of Directors in 2023.



Administrative and Finance Committee

The committee is responsible for administrative and finance matters, including: rates, fees, charges, other sources of revenue, budget, and investments. Administrative responsibilities include human resources, employer-employee relations, information technology, insurance, risk management, and other matters of general business operations.

Imported Water Committee

The Imported Water Committee is responsible for imported water supply matters including: activities and issues as a member agency of the Metropolitan Water District of Southern California; administration of the Quantification Settlement Agreement and related agreements; Colorado River Board; State Water Project; CalFed; and other matters relating to water supplies

from sources outside San Diego County. Director Meyers serves as Vice Chair of this committee in 2024.

Finance Planning Work Group

General Manager, Kimberly A. Thorner serves on the Finance Planning Work Group which aims to evaluate and enhance prudent financial practices, policies, and opportunities in collaboration with member agencies.

Joint Public Information Council

SDCWA hosts monthly JPIC meetings with representatives from its member agencies, including OMWD. Representatives to these collaborative meetings discuss ongoing regional water topics focused, outreach initiatives, and a focus on conservation issues.

Member Agency Managers Meeting

This meeting is held monthly to discuss and coordinate upcoming SDCWA topics and their impact on member agencies.

Member Agency Managers / Member Agency Finance Officers Work Group

This work group meets to discuss and coordinate rate design and its impact on member agencies.

Member Agency Legislative Liaisons Meeting

Hosted by SDCWA's Director of Government Relations, this meeting discusses water legislation and updates from Sacramento. OMWD staff and Nossaman, LLP participate in the meetings, which are held monthly. The Legislative Liaisons Meeting also strives to set up yearly meetings with select legislators.

San Diego Integrated Regional Water Management Group/Regional Advisory Committee

The Regional Advisory Committee to San Diego IRWM plays a critical role in shaping and developing such key elements of the IRWM Plan as goals and objectives, long-term targets, the proposed institutional structure, and project prioritization. The Regional Advisory Committee currently meets on a bi-monthly basis to provide guidance on upcoming IRWM planning and funding application activities. OMWD is represented by General Manager Kimberly A. Thorner, with Assistant General Manager Joey Randall serving as an alternate member.

San Diego North Economic Development Council

OMWD participates in SDNEDC's quarterly meetings with the mission of building a stronger North County economy through regional collaboration and leadership. SDNEDC facilitates public and private sectors working together as community partners to sustain and strategically grow the economic base of northern San Diego County. OMWD is represented by Assistant General Manager Joey Randall serving on the board.

WateReuse Association

California Board of Trustees

WateReuse is a trade association that focuses on advancing laws, policy, and funding to increase water reuse. The California section is governed by the Board of Trustees and is actively engaged in working with appointed and elected officials to pass legislation and develop regulations that will accelerate the implementation of both non-potable and potable reuse. OMWD's General Manager Kimberly A. Thorner is an officer of the Board of Trustees, serving as Secretary, and also serves on the Executive Committee. WateReuse California Board of Trustees and Executive Committee meet monthly.

WateReuse Executive Committee

General Manager Kimberly A. Thorner serves on the Executive Committee which meets and plans all Association agendas and activities.

WateReuse CA Legislative and Regulatory Committee

The Legislative and Regulatory Committee reviews, analyzes, and recommends positions on state legislation that affects the goals and objectives of the section and its membership. Policy framework and the annual agenda for advocacy are established through the group.

California Communications Collaborative Group

The group provides a forum to discuss and collaborate on potable water reuse communications. Participants meet quarterly to learn about current challenges facing reuse communications, discuss tools and resources, and network with colleagues.

San Diego Regional Chapter

The San Diego Regional Chapter of the WateReuse Association provides a quarterly forum for the exchange of information to promote the beneficial use of recycled water in the San Diego region. In 2023, OMWD Engineering Manager Lindsey Stephenson served as Board President, and participated in monthly board meetings. Members of the San Diego Regional Chapter include recycled water purveyors, recycled water customers, regulatory agencies, engineering and consulting firms, and equipment vendors.

WateReuse Annual Conference

The annual WateReuse Conference features numerous technical sessions and panels on the most pressing reuse issues in the state.

WateReuse Symposium

The annual WateReuse Symposium provides a virtual online event to attendees about water reuse policy, technology, operations, research, and public acceptance. Presenters and exhibitors

include elected officials, academic researchers, public officials, and industry leaders. Attendees also participate in several session groups with experts to advance the goals of WateReuse.

Urban Water Institute

OMWD participates in the annual conferences. The group provides non-partisan information to the water industry with an emphasis on water economics, management, and resource policies as they affect consumers and the general economy.

Water for All (SB 366)

Water for All seeks to raise awareness among California policymakers and leaders on the ongoing water supply crisis impacting residents, economic growth, community health, the environment, and the future generation of Californians. General Manager Kimberly A. Thorner serves as an officer on the Steering Committee as well as the Board of Directors which are comprised of 15 General Managers representing each California region. In 2023, General Manager Thorner attended the GM Summit for H2O for All and participated in meetings with Assemblymember Weber, Assemblymember Ward, and Senator Jones. General Manager Thorner has presented to the Editorial Board of the San Diego Union Tribune on Solving the Water Crisis, the Industrial Environmental Association, provides input on collateral development, and participates in monthly meetings.

League of Women Voters

General Manager Kimberly A. Thorner provided a presentation in October 2022 to the League of Women Voters Water Group on OMWD, future projects, the North County Reuse Coalition and the drought.

State Water Resources Control Board Meetings

The State Water Resources Control Board held meetings regarding emergency regulations to prohibit wasteful water use practices in 2023 to save water and preserve California's water supply. OMWD Public Affairs Supervisor Brian Sodeman participated in these meetings and provided testimony on a draft proposed emergency regulation for water conservation.

State Legislature Committee Hearings

Nossaman, LLP conveyed OMWD's legislative positions on proposed bills through testimony at approximately 24 Committee hearings throughout the year.

ANTICIPATED ISSUES IN 2024

SUMMARY

OMWD has developed a general outlook regarding anticipated legislation and legislative/regulatory areas of focus expected in 2024. This assessment is formulated through staff analysis, with information from professional representatives.

STATE OF CALIFORNIA

- Cross-connection and backflow protection control policy
- Direct Potable Reuse
- Recycled water regulations
- Continued discussions about water use efficiency standards and making conservation a way of life:
 - Water Loss
 - Indoor Water Efficiency Standard
 - Outdoor Water Use Standard
 - CII Dedicated Irrigation Meter Standard
 - Annual Water Supply and Demand Assessment
- Water affordability
- Natural resource protection and restoration
- Dams and water storage
- Climate change resilience
- Public meetings and the Brown Act
- Cybersecurity
- Climate change bond
- Co-sponsor a legislative measure with SDCWA to amend California Public Contract Code:
 - Adjust the authority limit from \$35,000 to \$70,000
 - Align the Code with established procurement practices
 - Account for CPI inflation since 1999
- New legislator(s) outreach and education

FEDERAL GOVERNMENT

- Colorado River Crisis
- California projects and policy initiatives have heightened voices, as Californians control the Vice Presidency
- New member(s) of San Diego's congressional delegation will be contacted and informed of projects and needed policy changes

LEGISLATIVE GUIDELINES

INTRODUCTION

Olivenhain Municipal Water District is a multi-purpose public agency established in 1959. OMWD provides water, wastewater, recycled water, and recreation management services to its customers in northern San Diego County.

OMWD faces water supply uncertainty in addition to minimal growth necessitating the acquisition and development of water treatment and supply opportunities, infrastructure expansion and improvements, and enhanced customer services. OMWD also operates in an environment of escalating costs, increased regulatory compliance, customer demands for continuously improving services, and competition for resources.

In this dynamic environment, OMWD strives to accomplish its mission of providing safe, reliable water, wastewater, and recycled water services to its customers in a cost-efficient and environmentally responsible manner. To support the accomplishment of this objective, OMWD has developed a legislative program to represent its interests and those of its customers in Sacramento and Washington, DC. OMWD is fully committed to proactive legislative action in a rapidly changing water supply environment.

These guidelines provide direction to staff as to how to respond to state and federal legislation that may impact OMWD. The guidelines may also be applied as appropriate to administrative or regulatory issues of concern. Legislation that meets or fails to meet the principles set forth in these guidelines may be supported or opposed accordingly. These guidelines permit staff to act expeditiously between board meetings on issues that fall within the guidelines; such actions are then reported to the board at their next meeting. Staff will not act upon legislation with potentially complicated, cost-prohibitive, or indeterminate implications without guidance from the board. Concepts for new legislation may be presented to the board for action in the event that OMWD seeks sponsorship of a bill.

OMWD will also use the monthly Legislative Report to inform the board and generate discussion of legislative, regulatory, or administrative items of significance.

LEGISLATIVE PROGRAM

- Staff will maintain a current list of bills or proposed legislation that may affect OMWD and its customers
- Staff will prepare regular updates accessible to the Board of Directors, the General Manager, and the executive team
- Staff will represent OMWD before state and federal legislative and administrative bodies
- Staff will defend, sponsor, or promote legislation that serves OMWD and its customers

LEGISLATIVE ADVOCATE

OMWD's current state legislative advocate is Nossaman, LLP. The firm's scope of work includes but is not limited to reporting to the board and staff on legislation, budget action, and regulatory action that may affect OMWD; making recommendations to OMWD regarding strategy on when to engage on issues impacting OMWD; conveying the positions of OMWD through direct advocacy with Sacramento decision-makers; ensuring that OMWD is part of all discussion and negotiation before legislation and regulatory issues are finalized; facilitating meetings for OMWD with legislators/regulatory decision makers; and assisting OMWD in educating local and state policymakers/regulators on the development of local water supply projects within OMWD's service territory.

In the role of state legislative advocate, Nossaman, LLP's scope also includes identifying grant opportunities for the priority projects of OMWD; providing strategy on drafting and coordinating the preparation of grant applications for state funding and/or Integrated Regional Water Management opportunities; meeting with relevant state agency staff to review the scope of projects and review the components necessary to submit successful grant applications; coordinating support for grant applications from local government partners, local organizations, political leaders, and community groups; providing direct advocacy for grant projects with SWRCB members and/or executive staff; providing availability to meet with regional partners, district leadership, board members, or the community to educate and advocate for grant projects; and providing other services as determined by mutual agreement that will lead to OMWD receiving state financial assistance for construction of a project.

In addition, OMWD's current federal legislative advocate is BlueWater Strategies, LLC. The firm's scope of work is to assist OMWD and its North San Diego Water Reuse Coalition partners with federal lobbying and government relations services.

GUIDELINES FOR POLICY ON LEGISLATION

OMWD's Legislative Guidelines for the current legislative session shall be applied at the direction of the General Manager as relevant legislation arises. Actions taken by staff shall be reported to the board, citing the guideline(s) with which the action complies.

I. Imported water supply – it shall be OMWD's policy to support legislation that:

1. Provides for development of a comprehensive state water plan that balances California's competing water needs in an equitable “fair share” approach that balances costs amongst regions and results in a reliable and affordable supply of high-quality water for the San Diego region.
2. Provides conveyance and storage facilities that are cost-effective, improve the reliability and quality of the San Diego region's water supplies, and protect the Sacramento-San Joaquin Delta's ecosystem.
3. Investigates and provides financial support to projects designed to mitigate potential negative impacts of climate change on water supply reliability.
4. Authorizes and appropriates the federal share of funding for the long-term Sacramento-San Joaquin Delta solution.
5. Provides the ongoing state share of funding for the long-term Sacramento-San Joaquin Delta solution.
6. Provides state funding for aquatic toxicity monitoring in the Sacramento-San Joaquin Delta. Such legislation should not place a surcharge on water supply exports nor should it substantively reduce funding for other measures that protect the environment and public health.
7. Supports implementation and funding of the California Colorado River Water Use Plan, including the Lower Colorado River Multi-Species Conservation Program.
8. Provides funding for Colorado River salinity control projects and other water quality management efforts.
9. Encourages and facilitates voluntary water transfers consistent with other OMWD policies and agreements.
10. Provides appropriate protection or mitigation for the environment, groundwater basins, water-rights holders, and third-party impacts within the district transferring water.

11. Streamlines the permitting and approval process for implementing transfers that will improve water management.
12. Encourages efficient use of existing facilities to advance voluntary transfers of water.
13. Provides an appropriate level of accountability and cost control over Metropolitan Water District of Southern California and San Diego County Water Authority spending. When time permits, legislation on this issue is to be brought to the board before any action is taken.
14. Requires Metropolitan Water District of Southern California and the San Diego County Water Authority to refund or credit to their member agencies revenues collected from them that result in reserve balances greater than the maximum reserve levels established pursuant to state legislation.
15. Promotes the sustainability of the Colorado River through the development of water supply storage in order to provide flexibility with annual transfer volumes and support drought contingency planning.
16. Provides federal and/or state authorization, resources to manage, and appropriations of funding to implement, Salton Sea mitigation efforts, and the state's phased approach to restoration consistent with the Salton Sea Management Program.
17. Supports the State's Salton Sea Management Program adopted by the State Water Resources Control Board in November 2017.
18. Supports a more equitable voting structure at the San Diego County Water Authority.

II. Imported Water Supply - It shall be OMWD's policy to oppose legislation that:

1. Establishes a broad-based user fee that does not support a specific Sacramento-San Joaquin Delta conveyance option; any fee must provide a clear nexus to the benefit the fee would provide.
2. Makes urban water supplies less reliable or substantially increases the cost of imported water without also improving the reliability and/or quality of the water.
3. Adversely affects water management efforts by granting property rights status for the right to use or receive water and requires compensation for federal actions that impact users of water from federal projects.
4. Creates a water transfer clearinghouse that is anything other than a neutral information resource.

5. Increases regulatory or procedural impediments to water transfers at the local or state level.

III. Local Water Resources - It shall be OMWD's policy to support legislation that:

1. Provides funding to the San Diego County Water Authority and/or its member agencies for conservation, peak management programs, water recycling (including potable reuse), groundwater recovery and recharge, surface water, and groundwater development and management projects, including reservoir management, source water protection and watershed planning studies, and facilities that sustain long-term, cost-effective, and reliable water resources.
2. Provides funding to the San Diego County Water Authority and/or its member agencies for cost-effective seawater and brackish groundwater desalination studies and facilities.
3. Recognizes and supports the development of seawater desalination as a critical new water supply for the state, including San Diego County.
4. Preserves and protects potential cost-effective seawater desalination sites and existing coastal facilities including intake and discharge infrastructure that could be used or reused by a seawater desalination facility.
5. Ensures that desalination intake and discharge regulations are science-based, considering site-specific conditions, and recognizing that all technologies or mitigation strategies are feasible or cost-effective at every site.
6. Recognizes and supports the development of potable water reuse as critical water sources for San Diego County and the State of California.
7. Authorizes and/or facilitates expanded use of cost-effective local water resources including water recycling, potable reuse, graywater, and rainwater harvesting, and brackish groundwater.
8. Facilitates and encourages the use of rainwater capture systems (e.g., barrels and cisterns) and alternative water sources (e.g., air conditioner condensate) for use in irrigation.
9. Authorizes local governmental agencies to regulate the discharge of contaminants to the sewer collection system that may adversely affect water recycling and reuse.
10. Facilitates and encourages the use of recycled water in commercial, industrial, institutional, and residential settings.
11. Encourages dual-plumbing in all new development to enable utilization of recycled water when available.

12. Provides financial incentives to assist in the disposal of concentrate, sludge, and other byproducts created in the water treatment process and supports the appropriate degree of regulation commensurate with the effect on the environment.
13. Ensures OMWD receives the dry-year water supply benefits of its investment in local water supply sources.
14. Provides for the interchangeability of funding for groundwater and surface water enhancements to best fit the hydrogeological attributes of a particular region.
15. Provides for watershed planning, watershed signage, and actions to protect source water (including reservoirs), such as land acquisition around reservoirs, limited land use, and increased buffer areas.
16. Promotes uniform regulatory interpretation of state recycled water system standards.
17. Supports beneficial revisions to the California Plumbing Code that address recycled water systems.
18. Authorizes, promotes, and/or provides incentives or credits for development of local drought-resilient water supply projects such as desalination, non-potable recycling, and potable reuse projects.
19. Streamlines regulatory processes and requirements to encourage and support the development of potable reuse as a municipal water supply.
20. Defines purified recycled water as a source of water supply and not as a waste.
21. Ensures that decision-making with regard to stormwater management and recapture is kept at the local or regional level through local water agencies, stormwater districts, cities, counties, and regional water management groups.
22. Recognizes that stormwater management and recapture are important tools in a diversified water portfolio that can help to achieve improved water quality in local surface and groundwater supplies, augment surface and groundwater supplies for local water agencies, and promote landscape conservation from a water runoff perspective.
23. Promotes and encourages the use of stormwater best management practices to reduce pollutant loading, increase local municipal water supplies, and improve water quality through low-impact development and watershed-based stormwater treatment systems.
24. Provides incentives for the local or regional use of stormwater management, nutrient management, and/or recapture.
25. Reduces or removes regulatory hurdles that hinder the use of stormwater management and recapture.

26. Preserves local water agencies' ability to establish local priorities for water resources planning decisions.

IV. Local Water Resources - It shall be OMWD's policy to oppose legislation that:

1. Limits the ability of local governmental agencies to regulate the discharge of contaminants to the sewer collection system that may adversely affect water recycling and reuse.
2. Establishes unreasonable regulatory requirements or fees relative to the safe use of recycled water, which may unreasonably impede or create a disincentive to its further development.
3. Contributes to the degradation of source water quality in and around reservoirs and groundwater basins.
4. Promotes unreasonable and burdensome restrictions on reporting requirements on the effective operation of OMWD facilities, such as the classification of a water treatment plant as a chemical facility under Homeland Security reporting provisions.
5. Restricts OMWD's ability to manage, store, or distribute water supplied through actions to manage or recapture stormwater.
6. Diminishes the water rights of downstream water users through actions to manage or recapture stormwater.
7. Imposes unnecessary regulations or costs upon local retail agencies developing alternative water supplies such as recycled water, desalination, brackish groundwater desalination, etc.
8. Limits local water agencies' ability to establish local priorities for water resources planning decisions.
9. Mandates the reduction of wastewater discharges to the ocean absent the inclusion of funding to offset the significant costs of implementation.

V. Water Affordability – It shall be OMWD's policy to support legislation that:

1. Is consistent with, and does not conflict in any way with, the standard of Proposition 218 regarding proportionality of water rates and cost-of-service provisions.
2. Requires data-driven analysis to be included in California's Water Plan, including water affordability analysis.

3. Creates a low-income water rate assistance program that provides financial relief to ratepayers by utilizing existing resources within the State's General Fund, or by allocating cap-and-trade funding.
4. Does not include burdensome or prescriptive mandates, including collecting water taxes or water rate and water district boundary data.

VI. *Water Affordability – It shall be OMWD's policy to oppose legislation that:*

1. Is not targeted in scope to low-income households and individuals.
2. Does not have a sustainable funding source, or relies on a water tax or water surcharge.
3. Does not use an existing benefit distribution method, and requires water agencies to create a new method.
4. Imposes unfair financial and legal leverage to other parties for damages to water infrastructure.

VII. *Water Quality Issues - It shall be OMWD's policy to support legislation that:*

1. Assists in achieving a year-round blend of imported water supplies that achieves board-adopted water quality objectives, which allow OMWD and the region to maximize the development of recycled water and reduce financial costs to the customer due to high levels of total dissolved solids in imported water supplies.
2. Assures cost-effective remediation and cleanup of contaminants of concern that have impacted groundwater and surface water.
3. Provides the necessary funding for research on the occurrence, treatment, health effects, and environmental clean-up related to contamination of drinking water sources.
4. Incorporates sound scientific principles in adopting drinking water standards for drinking water contaminants.
5. Provides for the protection of source water such as reservoirs and groundwater basins so that the waters can be beneficially used for consumptive purposes.
6. Implements and funds the San Diego Regional Water Quality Control Board's triennial review of water quality standards.
7. Supports enhancements to treatment technology beneficial to the water industry.
8. Provides funds for water treatment facility upgrades in order to comply with future regulations.

9. Exempts the conveyance, storage, or release of water supplies from regulation as a discharge under the Clean Water Act and other water quality control laws.
10. Appropriately protects drinking source water reservoirs as special-purpose, man-made water bodies different in nature than natural waterways, rivers, lakes, and coastal waters, while allowing maximum flexibility for operations as part of a managed water supply system.
11. Establishes appropriate quality standards, testing procedures, and treatment processes for emerging contaminants.
12. Directs the state's participation or assistance in water quality issues related to or threatening the Colorado River water source.
13. Provides funding and support for Colorado River salinity control projects and other water quality management efforts.
14. Alters the definition of "lead free" to reduce the permissible amount of lead in fixtures, plumbing, and pipe fittings to be installed for the delivery of drinking water.
15. Exempts purified wastewater from regulation as a discharge under the Clean Water Act.
16. Streamlines permitting of facilities constructed for the purpose of improving water quality.
17. Implements source control for management and prevention of contamination by constituents of emerging concern.

VIII. Water Quality Issues - It shall be OMWD's policy to oppose legislation that:

1. Creates unreasonable and costly restrictions on water treatment facilities.
2. Makes water suppliers financially and legally responsible for mitigation of pollution and/or contamination caused by third parties.
3. Makes water suppliers financially and legally responsible for testing or correcting any water quality-related issues associated with private property or on-site plumbing systems.

IX. Integrated Regional Water Management Planning - It shall be OMWD's policy to support legislation that:

1. Defines the "San Diego sub-region" and "San Diego county watersheds" as those portions of the westward-flowing watersheds of the South Coast hydrologic region situated within the boundaries of San Diego County.

2. Requires the state agencies responsible for preparing the integrated regional water management grant program guidelines to conduct a comprehensive public outreach process that ensures stakeholders have an opportunity to provide adequate input on preparation of the guidelines and that the state agencies consider and respond to comments received through the outreach process.
3. Provides for population-based distribution of funds to ensure adequate distribution of grant funding throughout the state.
4. Allows for creation of sub-area plans that enhance, but do not duplicate, or replace, a larger recognized integrated regional water management plan.
5. Establishes a task force to provide recommendations to the state on improving the integrated regional water management planning process in California.
6. Provides for the use of state funds for binational projects where projects benefit water supply or water quality in the San Diego region.
7. Improves and streamlines the state's reimbursement process to ensure timely remittance of IRWM funds.
8. Promotes the ability of the Regional Water Management Group to more directly administer state grant funds specifically identified for IRWM programs.
9. Promotes cost sharing amongst regions for regional conveyance.

X. *Integrated Regional Water Management Planning - It shall be OMWD's policy to oppose legislation that:*

1. Dilutes public water agency participation in the Regional Water Management Group.
2. Establishes funding criteria that limit local discretion in project selection.

XI. *Water Facilities/Facility Improvement - It shall be OMWD's policy to support legislation that:*

1. Funds or otherwise facilitates planning, design, construction, and/or maintenance of public water storage, watershed areas, and treatment and delivery facilities and facilitates maintenance and/or enhancement of groundwater recharge spreading areas and groundwater basin rehabilitation that benefit OMWD and/or San Diego County.
2. Provides funding for water infrastructure development, security, rehabilitation, and/or replacement projects that benefit OMWD and/or San Diego County.
3. Funds enhancements to water treatment, recycling, and potable reuse facilities to meet more stringent regulations.

4. Funds improvements to water treatment facilities that allow greater use of State Project water.
5. Provides funding for the preservation of cultural resources affected by construction or operation of water conveyance and storage facilities.
6. Provides funding for habitat preservation programs that address impacts resulting from construction or operation of water system facilities.
7. Provides OMWD with greater flexibility in the management of environmental mitigation parcels.
8. Provides funding for the control, prevention, or eradication of non-indigenous aquatic species, including dreissenid mussels.
9. Authorizes state and federal wildlife agencies to provide assistance to local water agencies in the control, prevention, and eradication of non-indigenous aquatic species, including dreissenid mussels.
10. Exempts owners and operators of water supply facilities from criminal and civil liabilities associated with dreissenid mussel infestations if due diligence requirements are being met.
11. Provides incentives that encourage the optimization, expansion, and cooperative use of existing surface reservoirs.
12. Provides funding for projects that improve the security of OMWD facilities and operations.
13. Provides funding to water agencies for the voluntary retrofit of facilities for on-site generation of chlorine.
14. Permits the use of grant funding for projects implemented under public-private partnerships where the grant provides funding for a public benefit.

XII. Water Facilities/Facility Improvement - It shall be OMWD's policy to oppose legislation that:

1. Impairs OMWD's ability to provide and operate the necessary facilities for a safe, reliable, and operationally flexible water system.
2. Limits OMWD's sole jurisdiction over the bidding, planning, design, routing, approval, procurement, construction, operation, or maintenance of its water facilities.

3. Limits OMWD’s discretion over protecting the security and privacy of comprehensive inventories of all assets, which includes infrastructure location, condition, performance, and useful life.
4. Shifts the risks of indemnity for damages and defense of claims from contractors to OMWD.
5. Impairs OMWD’s ability to execute the planning, design, and construction of projects using its own employees.
6. Authorizes state and federal wildlife agencies to control, prevent, or eradicate invasive species in a way that excessively interferes with the operations or water supplies of local water agencies.
7. Requires prior to the construction of new facilities any consultation, mitigation, or restitution to the Native American Heritage Commission and/or local tribal authorities additional to the existing requirements of the California Environmental Quality Act.
8. Prohibits or in any way limits the ability of water agencies from making full beneficial use of any water, wastewater, or recycling facility and resource investments.
9. Impedes individual water agency discretion for achieving water loss efficiency objectives or any state-mandated water use efficiency goals, targets, or standards.
10. Establishes meter testing requirements that fail to consider industry standards and cost-effectiveness.
11. Limits the autonomy or discretion of water suppliers to develop and execute asset management inspection programs that include visual inspections, internal/external inspections, asset condition assessments, and corrosion mitigation in a manner that recognizes the individuality and uniqueness of each water supplier and its systems.

XIII. Water Use Efficiency - It shall be OMWD’s policy to support legislation that:

1. Preserves individual water agency discretion and options for achieving water use efficiency objectives or any state-mandated water use efficiency goals, targets, or standards.
2. Establishes multiple compliance options for urban retail water suppliers for achieving water use efficiency objectives or any state-mandated water use efficiency goals, targets, or standards.
3. Establishes an appropriate existing “baseline” and recognizes unique hydrology, weather, and land-use patterns, as well as past conservation efforts, within a particular water supplier’s jurisdiction for achieving water use efficiency objectives or any state-mandated

water use efficiency goals, targets, or standards.

4. Provides full credit for past and future distribution of recycled water for non-potable uses and indirect potable groundwater recharge and reservoir augmentation where advanced treatment is part of the full treatment.
5. Allows for individual water agencies to collaborate, if so desired, to establish integrated regional water conservation goals.
6. Allows for local agencies to account for all water supplies available during droughts or other events when calculating a water supply shortage level.
7. Recognizes the variations among communities, regions, and counties with respect to their abilities to withstand the impacts and effects of droughts, and assurance that any temporary or permanent statutory or regulatory direction for improving water use efficiency to meet statutory or regulatory goals, targets, or standards is focused on regional achievement of objectives rather than a one-size-fits-all approach.
8. Assists OMWD's ability to provide and operate the necessary facilities for a safe, reliable, and operationally flexible water storage, treatment, and delivery system.
9. Requires installation and use of retail water meters.
10. Sets cost-effective efficiency standards for water-using devices.
11. Provides loans and grants to fund incentives for water-efficient devices or practices, and demonstration projects and studies.
12. Ensures accurate and meaningful reporting of implementation of water conservation measures.
13. Encourages implementation of effective water management practices for urban landscape and agricultural irrigation.
14. Recognizes local control in determining water use efficiency criteria, such as the impact of recycled water salinity on irrigation use and efficiency for the application of non-potable recycled water.
15. Encourages the use of decentralized non-potable water systems and graywater where it complies with local guidelines and regulations and is cost-effective.
16. Establishes standards for the utilization of high-efficiency commercial and residential clothes washers.
17. Requires sub-metering connections to be built in new construction of multiple commercial or residential buildings.

18. Encourages plumbing fixture retrofit upon real property resale.
19. Encourages stakeholders to investigate and develop statewide landscape water conservation standards and regulations.
20. Restricts Property Owner Associations from forbidding the use of California native plants, other low-water-use plants, or artificial turf in well-maintained landscapes.
21. Restricts Property Owner Associations from forbidding retrofits of multiple unit facilities for the purpose of sub-metering, if feasible.
22. Ensures plumbing codes and standards facilitate the installation and/or retrofit of water-efficient devices.
23. Encourages and/or supports programs that promote a sustainable approach to landscape design, construction, and maintenance.
24. Provides for federal tax-exempt status for water use efficiency rebates, consistent with income tax treatment at the state level.
25. Recognizes local control in determining how to meet an overall efficient water use goal, based on the combined efficient indoor use, outdoor use, and leak loss, as established under the criteria provided for in statute.
26. Facilitates and encourages the development and use of new agricultural technologies (e.g., vertical farming, integrated remote soil moisture monitoring, hydroponics) resulting in irrigation water savings and other “Agtech” irrigation water savings technologies.

XIV. Water Use Efficiency - It shall be OMWD’s policy to oppose legislation that:

1. Repeals cost-effective efficiency standards for water-using devices.
2. Prescribes mandatory urban water conservation management practices that override the authority of the board of directors of local water agencies to adopt management practices that are most appropriate for the specific needs of their water agencies.
3. Prescribes mandatory conservation-based rate structures that override the authority of the boards of directors of local water agencies to set rate structures and management practices according to the specific needs of the water agencies.
4. Creates a disincentive or impedes water agencies from making investments to maximize the potential for recycled water, potable reuse, desalination, and other drought-resilient water supplies.

5. Mandates regulation of the commercial sector in a manner that is discriminatory, sets unachievable compliance targets, or would otherwise impair economic activity or the viability of the commercial sector.
6. Requires redundant reporting of water conservation-related information.

XV. *Biological and Habitat Preservation - It shall be OMWD's policy to support legislation that:*

1. Supports development of comprehensive multi-species habitat conservation plans that anticipate and mitigate project development impacts while preserving representative ecosystems, rather than individual species.
2. Exempts operation, maintenance, and repair of water system facilities from endangered species and other habitat conservation regulations because they provide beneficial cyclical habitat values to declining species and foster biological diversity in California.
3. Provides environmental regulatory certainty for implementation of existing and proposed long-term water supply programs.
4. Authorizes federal and state funding to develop and implement regional or sub-regional wildlife and habitat conservation programs, including but not limited to property acquisition, re-vegetation programs, and watershed plans.
5. Incorporates an emergency exemption for "take" of a listed species listed under the state or federal Endangered Species Acts when necessary to mitigate or prevent loss of or damage to life, health, property, or essential public services.
6. Encourages species listings, critical habitat designation, and recovery plans developed pursuant to the state or federal Endangered Species Acts to be consistent with existing interstate compacts, tribal treaties, and other state and federal agreements.
7. Provides federal and/or state funding to implement actions that address the ecological and water supply management issues of the Sacramento-San Joaquin Bay-Delta.
8. Provides federal and/or state funding for restoration of the Salton Sea.
9. Consolidates wetland regulations to alleviate multi-agency jurisdiction over the same environmental resource.

XVI. *Biological and Habitat Preservation - It shall be OMWD's policy to oppose legislation that:*

1. Provides for after-the-fact reduction in quantity or quality of a public water supply due to new restrictions on the operation or use of water supply facilities unless, funding for alternate sources of water is provided.

2. Imposes endangered species or habitat conservation requirements that restrict the operation, maintenance, or repair of public water supply, conveyance, treatment, or storage facilities.
3. Imposes a “user utility fee” or “surcharge” on water for the purposes of financing open space/habitat preservation, restoration, or creation.

XVII. Fiscal Policy and Water Rates - It shall be OMWD’s policy to support legislation that:

1. Requires the federal and state governments to provide a subvention to reimburse local governments for all mandated costs or regulatory actions.
2. Provides OMWD with additional forms of cost-effective financing for public facilities.
3. Provides OMWD with grant funding for public facilities.
4. Provides OMWD with additional investment opportunities.
5. Maintains the authority of water agencies to establish water rates locally.
6. Maximizes the ability of water agencies to design rate structures to meet local water supply goals.
7. Protects or enhances OMWD’s ability to receive/collect funds it is owed.
8. Provides OMWD and water ratepayers with financial relief during economic downturns and/or economic shocks such as pandemics through a variety of means, including but not limited to, direct financial assistance and flexibility in debt management.

XVIII. Fiscal Policy and Water Rates - It shall be OMWD’s policy to oppose legislation that:

1. Imposes mandated costs or regulatory constraints on local governments without providing subventions to reimburse local governments for such costs.
2. Is inconsistent with OMWD’s current investment policies and practices.
3. Makes any unilateral reallocation of OMWD’s revenues by the state.
4. Impairs OMWD’s ability to provide reliable service at reasonable costs or to charge the same or similar rate for each class of service consistent with cost-of-service requirements of the law.
5. Pre-empts OMWD’s ability to impose or change rate charges, fees, or assessments.

6. Impairs OMWD's ability to maintain reasonable reserve funds and obtain and retain reasonable rates of return on its reserve accounts.
7. Imposes additional administrative requirements and/or restricts OMWD or its ability to finance public facilities through the issuance of long-term debt.
8. Reduces OMWD's revenues without giving OMWD a commensurate public benefit that is clearly identifiable and separate from a general statewide benefit.
9. Restructures OMWD's responsibilities without also providing the commensurate restructuring of revenues.
10. Requires the expenditure of OMWD or member agency funds to accomplish federal water supply commitments such as may be required in national treaties.
11. Weakens the protections afforded OMWD under California's Proposition 1A (2004).
12. Mandates a specific rate structure for retail water agencies.
13. Imposes a water user fee on water agencies or water users that do not provide a commensurate and directly linked local benefit in the local area or region from which the water user fee is collected.
14. Imposes a water user fee for statewide projects or programs for which the projects or programs are not clearly defined, the beneficiaries identified, and the reasonable cost identified.
15. Imposes a water user fee in order to create a state fund that can be used to finance undefined future projects and programs.
16. Imposes a "public goods charge" on public water agencies or their ratepayers.
17. Imposes a fee on water users to repay the principal and interest on a statewide general obligation bond.
18. Interferes with the responsibility of a region, operating under an Integrated Regional Water Management Plan, for setting priorities and generating projects to be paid from any IRWM accounts and grants.
19. Interferes with the control exercised by the San Diego funding sub-region over the use and expenditure of any water user fee revenues that may be dedicated to the region.
20. Reduces or eliminates the tax-exempt status of municipal financing.

XIX. *Right of Way and Property - It shall be OMWD's policy to support legislation that:*

1. Improves OMWD's efforts to maintain and protect its property, rights of way, easements, pipelines, and related facilities and minimizes liability to OMWD.
2. Protects OMWD's properties from restriction when surrounding properties are incorporated into preservation areas.

XX. *Right of Way and Property - It shall be OMWD's policy to oppose legislation that:*

1. Impairs OMWD's efforts to acquire property or property interests required for essential capital improvement projects.
2. Increases the cost of property and right of way acquisition.
3. Restricts OMWD's use of public rights of way or increases the cost of using public rights of way.
4. Restricts the transfer of property acquired for purposes of environmental mitigation credits to other public entities for long-term management.

XXI. *Energy - It shall be OMWD's policy to support legislation that:*

1. Provides opportunities for reduced energy rates for OMWD.
2. Provides greater flexibility in the utilization of OMWD facilities for generation and acquisition of electrical power.
3. Provides OMWD with greater flexibility in the licensing, permitting, interconnection, construction, and operation of its existing and potential in-line hydroelectric, solar, or other renewable energy generation or energy storage projects.
4. Provides protection from energy rate increases and provides rate relief.
5. Makes State Water Project power available for seawater and brackish groundwater desalination.
6. Promotes the classification of electricity generated by in-line hydroelectric and off-stream pumped storage facilities as environmentally sound.
7. Provides state and federal grants for the construction of in-line hydroelectric, solar, wind, biogas cogeneration, and off-stream pumped storage facilities as a means of reducing greenhouse gas emissions and energy costs.
8. Promotes funding for use of renewable energy in the operation of OMWD facilities.

9. Provides for restrictions on price gouging during public safety power shutoff events and for at least 72 hours following restoration of power.
10. Provides that de-energization or public safety power shutoff events may be included as a condition constituting a state emergency or local emergency.
11. Provides a tax exemption for the sale of, or the storage, use, or consumption of, a backup electrical resource, that is purchased for exclusive use by a city, county, special district, or other entity of local government, during a de-energization or public safety power shutoff event.
12. Establishes the use of alternative power sources, such as generators, by essential public services during de-energization or public safety power shutoff events shall not be limited by state or local regulations or rules.

XXII. Energy - It shall be OMWD's policy to oppose legislation that:

1. Adversely affects the cost of energy needed to move, treat, or deliver water.
2. Adversely affects OMWD's ability to own, operate, and/or contract work for supplying its own facilities with natural gas and electricity.
3. Impedes OMWD's ability to contract for the purchase of gas and electricity from the United States, the State of California, and any other public agency or private entity and sell the gas and electricity to any public agency or private entity engaged in retail sales of electricity and gas.
4. Restricts or caps future energy demands needed for possible expansion of recycled water, potable reuse, and desalination projects.
5. Adversely affects OMWD's ability to expand cogeneration at planned or existing facilities.
6. Prevents OMWD from enhancing energy reliability and independence for its facilities.
7. Imposes greenhouse gas reduction obligations on public water agencies for energy purchased or produced for the sole purpose of operating its system.
8. Does not count or credit qualified renewable energy projects toward accomplishment and satisfaction of the California Renewables Portfolio Standard objectives.
9. Mandates that water agencies include an embedded energy calculation for their water supply sources in the Urban Water Management Plan or any other water resource planning or master planning document.

10. Results in a lengthy, more complicated, or more costly interconnection of new energy loads and resources such as solar, in-line hydroelectricity, pumped storage, and other renewable energy generation or storage technologies to the electric distribution and transmission grid.
11. Authorizes air quality management districts or other regulatory bodies to adopt or maintain rules that would limit or prohibit a local government entity's use of a state and/or federally compliant power generator during a de-energization or public safety power shutoff event.

XXIII. Local Autonomy - It shall be OMWD's policy to oppose legislation that:

1. Diminishes the power of OMWD's Board of Directors to govern OMWD's affairs.
2. Diminishes OMWD's power or rights to govern relations with its employees.
3. Limits or restricts the ability of OMWD, or professional associations, trade groups, or regional coalitions it is a part of, to engage in public outreach, educational activities, legislative advocacy, training seminars, regional coordination, and similar activities that promote OMWD's mission.

XXIV. Land Use and Water Management Planning - It shall be OMWD's policy to support legislation that:

1. Promotes enhanced coordination and linkage of general plans and water management plans.
2. Discourages piecemeal or uncoordinated land use and water management planning.
3. Requires that projected population and other demographic factors utilized in forecasting future water demands in accordance with the Urban Water Management Planning Act and state law be consistent with the regional growth management plans and general plans applicable to the territory within the service area of the supplier.
4. Allows and funds land exchanges between local public agencies and federal or state agencies when mutually beneficial to all agencies and enhances water resources for the region.
5. Designates public lands that are tributary to drinking source water reservoirs as wilderness, habitat preserve, open space, or other protected status, provided such designation does not impede current or reasonable future use of those water resources.
6. Provides funding for, or otherwise facilitates, development of groundwater management plans pursuant to the sustainability efforts under the Sustainable Groundwater Management Act.

7. Protects floodplains and lands over prime groundwater recharge zones for stormwater catchment and bioremediation.
8. Considers the multiple local variables and priorities that are associated with water supply planning and the selection of water resources for implementation.

XXV. *Land Use and Water Management Planning - It shall be OMWD's policy to oppose legislation that:*

1. Restricts OMWD's ability to utilize a demand forecasting methodology that is best suited for the region.
2. Imposes land use designations that preclude the use of such lands for public water infrastructure determined necessary to ensure a cost-effective, safe, and reliable water supply.
3. Requires the use of specific evaluation criteria in water supply planning and selection of potential water supply projects that fail to take into account or conflict with existing local and regional planning policies and implementation priorities.
4. Imposes mandates requiring specific water resources to be developed by water agencies that fail to take into account local factors such as water reliability, hydrologic and geographic characteristics, and the economic, political, public acceptance, and social environment, which can influence selection of resources, and/or fails to take into account or conflicts with existing local and regional planning policies and implementation priorities.

XXVI. *Safety & Security - It shall be OMWD's policy to support legislation that:*

1. Provides funding for water infrastructure development, infrastructure security, cybersecurity, and replacement projects that benefit OMWD.
2. Provides funding for projects that provide security against terrorist acts or other criminal threats to water operations, facilities, or supplies.
3. Provides funding for security and cybersecurity vulnerability assessments.
4. Recognizes water agencies as emergency responders in the event of a sudden, unexpected occurrence that poses a clear and imminent danger, requiring immediate action to prevent and mitigate the loss or impairment of life, health, property, or essential public services due to natural disasters (e.g., wildfires, earthquakes), power outages, and terrorist or other criminal activities.

5. Provides or expands protections of utility workers and vehicles by creating criminal penalty enhancements for violence or harassment against a worker and adding utility vehicles to the list of stationary vehicles drivers must treat with caution.

XXVII. *Safety & Security - It shall be OMWD's policy to oppose legislation that:*

1. Restricts OMWD's ability to respond swiftly and decisively to an emergency that threatens to disrupt water deliveries or restricts the draining of pipelines or other facilities in emergencies or for repairs or preventive maintenance.

XXVIII. *Jurisdictional Authority - It shall be OMWD's policy to refer all such legislation to the Board of Directors.*

XXIX. *Climate Change - It shall be OMWD's policy to support legislation that:*

1. Incorporates state-provided climate change information into statewide, regional, and local water management planning, and provides funding for projects that assist in adapting to the effects of climate change on the water supply portfolios across the state.
2. Provides financial support to local projects designed to mitigate or adapt to potential negative impacts of climate change on water supply reliability.
3. Promotes continued development and deployment of more sophisticated and integrated hydrological, water quality, and meteorological water monitoring for the purpose of assessing water supply conditions resulting from climate change.

XXX. *Climate Change - It shall be OMWD's policy to oppose legislation that:*

1. Places an undue burden or compromises OMWD's ability to implement its primary mission.

XXXI. *Employment Matters - It shall be OMWD's policy to support legislation that:*

1. Continues to reform workers' compensation.
2. Results in predictable costs and benefits for employees.
3. Provides a pathway for military veterans to apply their advanced skills and experience toward state and industry-supplied certifications in the water and wastewater treatment and distribution operator fields.

XXXII. Employment Matters - It shall be OMWD's policy to oppose legislation that:

1. Creates unrealistic ergonomic protocol.
2. Interferes with OMWD's efficient operation.
3. Results in unreasonable costs associated with unnecessary requirements such as providing 24 hours' notice for overtime work.

XXXIII. Governance - It shall be OMWD's policy to support legislation that:

1. Promotes transparent government processes when burdens upon OMWD are reasonable and cost-neutral.
2. Ensures an open and transparent process for adoption of regulations, policies, and guidelines by state agencies.

XXXIV. Governance - It shall be OMWD's policy to oppose legislation that:

1. Does not provide resources, while requiring additional burdensome governance-related requirements.

LEGISLATIVE REPRESENTATIVES

The officials below are representatives in OMWD's service area.

CALIFORNIA STATE ASSEMBLY



Amb. Brian Maienschein

Capitol Office, Room 5640
P.O. Box 942849
Sacramento, CA 94249-0076
916-319-2076

Assembly District 76

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Amb. Tasha Boerner

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CALIFORNIA STATE SENATE



Sen. Catherine Blakespear

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Senate District 38

District Offices
24031 El Toro Road, Suite 201
Laguna Hills, CA 92653
949-598-5850
169 Saxony Road, Suite 103
Encinitas, CA 92024
760-642-0809



Sen. Toni G. Atkins

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916-651-4039

Senate District 39

District Office
7575 Metropolitan Drive, #100
San Diego, CA 92108
619-688-6700



Sen. Brian W. Jones

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916-651-4040

Senate District 40

District Offices
720 N. Broadway, Suite 110
Escondido, CA 92025
760-796-4655
500 Fesler Street, Suite 201
El Cajon, CA 92020
619-596-3136

UNITED STATES HOUSE OF REPRESENTATIVES



Rep. Darrell Issa

Congressional District 48

Capitol Office
2108 Rayburn Office Building
Washington, DC 20515
202-225-5672

District Office
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Escondido, CA 92025
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Rep. Mike Levin

Congressional District 49

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2352 Longworth HOB
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Oceanside, CA 92054
760-599-5000



Rep. Scott Peters

Congressional District 50

Capitol Office
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4350 Executive Drive, #105
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Capitol Office
112 Hart Senate Office Bldg.
Washington, DC 20510
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District Office
880 Front Street, Suite 4236
San Diego, CA 92101
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Sen. Alex Padilla

Capitol Office
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Washington, DC 20510
202-224-3553

District Office
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San Diego, CA 92101
619-239-3884

PUBLIC AFFAIRS, LEGISLATIVE, AND REGULATORY TEAM

OLIVENHAIN MUNICIPAL WATER DISTRICT

Kimberly A. Thorner
General Manager

Joey Randall
Assistant General Manager

John Carnegie
Customer Services Manager

Brian Sodeman
Customer Service and Public Affairs Supervisor

Teresa Chase
Administrative Analyst

Melody Colombo
Administrative Analyst

Joe Jansen
Administrative Analyst

NOSSAMAN, LLP

Ashley S. Walker
Senior Policy Advisor

BLUEWATER STRATEGIES, LLC

McKie Campbell
Owner

Jason Matthews
Principal



1966 Olivenhain Road
Encinitas, CA 92024-5699
Phone 760-753-6466

WWW.OLIVENHAIN.COM

For more information on this report or OMWD's public affairs program, contact Brian Sodeman at bsodeman@olivenhain.com.

Memo

G, H

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS

TWELVE MONTH CALENDAR / OTHER MEETINGS /

REPORTS / BOARD COMMENTS

Any report will be oral at the time of the Board meeting. Please refer to the TWELVE MONTH Calendar (attached) for meetings attended.

TWELVE MONTH CALENDAR OF EVENTS (AS OF 4/8/24)

Date(s)	Event	Time	Location	Attending Board Member(s)	Additional Information (Speakers' Topic, Cohosts, etc.)
<u>MARCH 2024</u>					
21-Mar	City of Encinitas State of the City	5:30 - 8:00 PM	Encinitas Community & Senior Center	Meyers, San Antonio, Watt	
26-Mar	Conference Call with the General Manager			Guerin	
27-Mar	Safety Committee Meeting	2:30 PM	Boardroom	Hahn, Meyers	
<u>APRIL 2024</u>					
1-Apr	Finance Committee Meeting	11:00 AM	Boardroom	Meyers, Watt	
4-Apr	VIP Tour	8:30 AM - 2:00 PM		Guerin, Meyers	
10-Apr	ACWA's Legislative Symposium	1:00 - 7:00 PM	SAFE Convention Center Sacramento	San Antonio	
Apr 14-17	Special Distircts Leadership Academy		Embassy Suites San Diego Bay Downtown	Hahn, San Antonio	
16-Apr	COWU Meeting	11:30 AM - 1:00 PM	The Butcher Shop		
16-Apr	Board Meeting Pre-Briefing	1:00 PM		Guerin	

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: INFORMATIONAL REPORTS

CORRESPONDENCE

Any correspondence is attached.

Board of Directors

Christy Guerin, President
Matthew R. Hahn, Vice President
Neal Meyers, Treasurer
Lawrence A. Watt, Secretary
Marco San Antonio, Director



General Manager
Kimberly A. Thorner, Esq.
General Counsel
Alfred Smith, Esq.

March 22, 2024

The Honorable Mike Levin
US House of Representatives
2352 Rayburn House Office Building
Washington, DC 20515

The Honorable Scott Peters
US House of Representatives
1201 Longworth Office Building
Washington, DC 20515

RE: Cosponsor Request – H.R. 7525 *Special District Grant Accessibility Act*

Dear Representatives Mike Levin and Scott Peters:

On behalf of Olivenhain Municipal Water District, we respectfully request that you cosponsor the *Special District Grant Accessibility Act* (H.R. 7525). OMWD provides 87,000 customers in northern San Diego County with water, wastewater, recycled water, hydroelectric, and recreational services.

This important bipartisan bill would establish a formal definition of “special district” in federal law, as well as require the Office of Management and Budget to issue guidance to federal agencies requiring special districts to be recognized as local governments for the purpose of federal financial assistance determinations.

Special districts are local governments created by the people of a community to deliver specialized services essential to their health, safety, economy, and well-being. In the State of California, there are over 2,000 special districts providing a broad range of essential services and infrastructure.

Despite the significance of special districts throughout the United States, federal law lacks a consistent definition of these special purpose units of local government. As a result, some communities served by special districts face challenges in accessing federal funding opportunities as their local service providers are commonly omitted from the definition of eligible units of local government in legislative proposals that authorize federal programs and funding. Moreover, special districts lack official population figures and are therefore not recognized by the US Census Bureau as “geographic units of government.” As a result, special districts are unable to gain access to certain formula-driven grants and resources.

Sponsored by Representatives Pat Fallon (R-TX) and Brittany Pettersen (D-CO), the *Special District Grant Accessibility Act* represents a long-overdue, bipartisan effort designed to ensure that special districts have the same access to federal resources as other units of local government. Again, we request that you to cosponsor this important legislation and we ask that you work with your House colleagues to prioritize its passage.

If you or your staff should need any additional details pertaining to this assessment, please do not hesitate to contact me at 760-753-6466 or kthorner@olivenhain.com.



1966 Olivenhain Road • Encinitas, CA 92024 • 760-753-6466 • www.olivenhain.com

A Public Agency Providing Water Wastewater Services Recycled Water Hydroelectricity Elfin Forest Recreational Reserve



Regards,

A handwritten signature in blue ink that reads "Kimberly A. Thorner". The signature is fluid and cursive, with the first name being the most prominent.

Kimberly A. Thorner
General Manager

CC: California Special Districts Association [via email: advocacy@cda.net]

Board of Directors

Christy Guerin, President
Matthew R. Hahn, Vice President
Neal Meyers, Treasurer
Lawrence A. Watt, Secretary
Marco San Antonio, Director



General Manager
Kimberly A. Thorner, Esq.
General Counsel
Alfred Smith, Esq.

March 27, 2024

State Water Resources Control Board
1001 I Street, 24th Floor
Sacramento, CA 95814
VIA EMAIL: commentletters@waterboards.ca.gov

Re: Comment Letter –Proposed Making Conservation a California Way of Life Regulation

Dear Clerk of the Board,

On behalf of Olivenhain Municipal Water District, thank you for the opportunity to provide the State Water Resources Control Board with input on the proposed Regulatory Framework for Making Conservation a California Way of Life. OMWD provides 87,000 customers in northern San Diego County with water, wastewater, recycled water, hydroelectric, and recreational services.

We appreciate SWRCB extending the allowance of 20% irrigable, non-irrigated landscape area in the outdoor residential standard and adding nonresidential agriculture customers to the list of excluded demands. Additionally, we appreciate the water use objective compliance date extension to 2027 to better align with the original timelines set forth by SB 606 and AB 1668.

However, the proposed regulations still include several areas of concern that we would like to bring to the attention of SWRCB. We remain especially concerned with areas where SWRCB's proposed regulations contrast with the recommendations made by the Department of Water Resources. DWR's recommendations are a direct result of years of extensive analysis, workshop collaboration, and thorough discussion with hundreds of subject matter experts representing both policymakers and water retail agencies. Furthermore, the recommendations made by DWR achieved the intent of SB 606 and AB 1668 by recommending standards based on efficient use of water to achieve conservation levels greater than those of SB X7-7. Arbitrarily disregarding DWR's recommendations and proposing more restrictive regulations is not only unwarranted but punitive.

For example, DWR's recommendation was to set the landscape efficiency standard at 0.63 in 2030 and beyond. The updates to the proposed regulations continue to disregard this recommendation and offer an efficiency standard that decreases to 0.55 in 2040, without any reasonable basis. OMWD strongly requests that §968(a)(3) be deleted from the proposed regulations.

Another example are the proposed updates to the variance threshold requirements per §968(f). While we appreciate the changes to focus the threshold on only the associated standard, we still disagree with the threshold of 5 percent in order for an urban retail water supplier to be able to incorporate one of the available variances. Water suppliers should be able to apply for any of the available variances if they



meet the required conditions irrespective of what volume of water is applicable to said objective. This would be particularly relevant during the initial reporting years when water agencies may struggle to meet the unknown objectives and even small variances might alleviate significant penalties. Further, the efforts required for an urban water supplier to calculate each variance amount are not insignificant. It is likely that an urban water supplier will self-determine which variance to apply for, based on considerations such as amount of the staff time and expected cost to calculate the variance, the expected amount of variance, and whether the supplier is close to exceeding its water use objective. For example, the variances for livestock, evaporative coolers, emergencies, dust control, and ponds are not likely to represent a significant amount of water individually. The cost/benefit is high enough that OMWD would not likely apply for these variances, even without the 5 percent threshold requirement, if not needed. However, if OMWD determines it is exceeding its budget, every acre-foot matters, and being able to include any amount of variance will assist with meeting the water use objective. Despite the update to associate the required threshold with only the affiliated standard, OMWD still asks that the 5 percent threshold be removed entirely.

Regarding the proposed updates to §974(a), despite providing the tools to obtain the required information, OMWD requests more time to identify all disclosable buildings within a water supplier's service area. The proposal to meet this request by June 30, 2024, or the effective date of this section is not acceptable. Asking water agencies to adhere to regulations before they are fully adopted or on the day they become effective is illogical and SWRCB should provide a reasonable timeline to allow agencies to acquire and report on the required information.

In addition to these comments regarding the proposed updates to the draft regulations, OMWD has previously expressed several other concerns that have yet to be addressed. One concern is that the method to determine the Net ETo does not adequately account for districts with multiple evapotranspiration zones. OMWD covers 48 square miles and includes coastal zones, inland valleys, and semi-arid deserts. Additionally, population density is not evenly distributed throughout district boundaries and property sizes (and associated irrigable areas) vary significantly. OMWD asks that the highest Net ETo to fall within district boundaries be used in calculation of the outdoor standard for residential landscapes and landscapes with a dedicated irrigation meter.

Another concern remains with the proposed §969(a)(5). Additional types of landscapes should be included in the list of special landscape areas, including but not limited to bioswales, retention areas, fire defense zones, etc. Further, the ask of water suppliers to quantify the measured total square footage of the irrigated area of CII landscapes with Dedicated Irrigation Meters is not practical and overly burdensome. SWRCB should provide these measurements to water suppliers similar to the requirement for residential areas.

Another concern that has not been addressed pertains to §968; the livestock variance being defined as the lesser of what is specified in the proposed regulations or the amount listed in §697 is counterproductive and was not recommended by DWR. §697 should not be used in determining the variance amount. For example, the proposed variance for medium-sized livestock is 8 gallons per day. §697 allows just 1.5 and 2.5 gallons, for most medium-sized animals. However, §697 also allows for 35 gallons per day per head for hosing out a dairy barn. OMWD requests that reference to §697 be deleted,

or alternatively, that the 35 gallons per day per head for hosing out dairy barns be added to the proposed variances.

One final area of concern that has not been addressed is the requirement that reporting be based on a fiscal year, as would be required by §966(b). This requirement is inconsistent with existing reports, including the Interim Annual Water Use Template provided by DWR. OMWD's annual eAR and Water Loss Audits follow a calendar year cycle. Being required to adopt a fiscal year cycle for the water use objective reporting would create unnecessary additional work for staff and be inconsistent with existing reports. OMWD asks that SWRCB provide an option to water suppliers for using a calendar year approach, versus strictly fiscal year as accommodated by DWR.

We appreciate your consideration of our concerns. If you or your staff should need any additional details pertaining to this assessment, please do not hesitate to contact me at 760-753-6466 or kthorner@olivenhain.com.

Regards,



Kimberly A. Thorner
General Manager

CC: California Special Districts Association [via email: advocacy@cdda.net]
Jennifer Capitolo [via email: jmcapitolo@gmail.com]
Association California Water Agencies [via email: chelseah@acwa.com]

Board of Directors
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Matthew R. Hahn, Vice President
Neal Meyers, Treasurer
Lawrence A. Watt, Secretary
Marco San Antonio, Director



General Manager
Kimberly A. Thorner, Esq.
General Counsel
Alfred Smith, Esq.

March 25, 2024

Director Gustavo Velasquez
California Department of Housing and Community Development
2020 West El Camino Avenue, Suite 500
Sacramento, CA 95833
VIA EMAIL: SLAguidelines@hcd.ca.gov

RE: Proposed Updated Surplus Land Act Guidelines

Dear Director Velasquez:

Olivenhain Municipal Water District respectfully submits this letter in response to the California Department of Housing and Community Development's request for public comment on Draft Updated Surplus Land Act Guidelines issued February 23, 2024 (Draft Updated Guidelines). OMWD provides 87,000 customers in northern San Diego County with water, wastewater, recycled water, hydroelectric, and recreational services.

Regrettably, HCD's Draft Updated Guidelines subvert necessary, carefully negotiated legal provisions secured through the legislative process, and conflict with plain statutory language and clear legislative intent. These draft guidelines threaten the authority of special districts and all local governments to appropriately and efficiently engage in statutorily authorized transactions involving our lands on behalf of the communities we serve.

The purpose of this letter is to make public comment on four major areas of concern in which the Draft Updated Guidelines are inconsistent with statute:

1. The Draft Updated Guidelines misapply the SLA to agency's use land and improperly purport to apply the SLA to exempt surplus land.

Agency's use is a category of land which is neither surplus land nor exempt surplus land, for which the SLA preserves certain local agency prerogatives. AB 480 and SB 747 did not make material changes to the SLA's agency's use provisions, and evidence clear legislative intent not to do so. The Draft Updated Guidelines delete an existing definition of agency's use land in Section 102(d), which had been consistent with statute negotiated by local agencies to remove opposition to AB 1486. This problem is exacerbated in proposed Section 102(cc), which changes the definition of Surplus Land by incorporating a reference to the proposed definition in Section 104, therefore causing an inconsistency between the Surplus Land definition in the Draft



Updated Guidelines and statute, and consequently undermining local agencies' utilization of land for agency's use purposes.

The Draft Updated Guidelines continue to fail to include any reference whatsoever to the plain language of Government Code Section 54222.3, which conflicts with many of the proposed guidelines' changes related to exempt surplus land, and plainly states that: "This article shall not apply to the disposal of exempt surplus land as defined in Section 54221 by an agency of the state or any local agency." Unless a code section specifically references applicability to exempt surplus land, the presumption is that all the provisions of this article do not apply to "exempt surplus land" (upon determination by an agency that a parcel is "exempt surplus land"). For an example of where a single particular type of "exempt surplus land" is expressly referenced as subject to the SLA (pursuant to a process to comply with HCD approval), see 54221(f)(1)(P)(iv). The Draft Updated Guidelines unjustifiably place HCD in the middle of exempt surplus land determinations notwithstanding those statutory limitations.

An example of the lack of clarity on the definition of surplus land was realized recently when OMWD attempted to sell a surplus parcel. The SLA guidelines required OMWD to market the parcel for the development of affordable housing. However, due to the existing conditions of this particular parcel, the land was determined to be undevelopable and was therefore unable to be properly marketed, resulting in no action.

2. The Draft Updated Guidelines misapply SLA penalty provisions while making changes in conflict with statute.

AB 747 and AB 480 amended the SLA penalty provisions found in Government Code Section 54230.5 to provide a fair process for assessing and calculating penalties for specified violations of the SLA, while providing that such penalties shall not apply to violations that do not impact the availability and priority of, or the construction of, housing affordable to lower-income households or the ultimate disposition of the land in compliance with the article, such as clerical errors. The Draft Updated Guidelines are inconsistent with and undermine these important statutory changes.

3. The Draft Updated Guidelines allow third parties to issue notices of alleged violations of the SLA directly to public agencies with no basis in statute, exposing local agencies to unaccountable interference with operations.

The Draft Updated Guidelines purport to grant third-party entities (i.e., not HCD) the ability to issue notices of alleged violations of the SLA directly to local agencies. For example, Section 102(u) defines a "Notice of Alleged Violation" as a written communication sent to a local agency (with a copy to HCD) by a public (not HCD) or private entity alleging violations of the SLA.

Allowing third parties to directly trigger enforcement deadlines for local agencies without HCD review and determination of a violation is not supported by statute and could wreak havoc on

local agency transactions and operations. This provision of the Draft Updated Guidelines is also inconsistent with Government Code Section 54230.5(a)(1) which imposes penalties for disposals of surplus land in violation of the SLA after receiving a notification from HCD.

4. The Draft Updated Guidelines subject local agencies to a subjective and open-ended definition of “good faith negotiations.”

Government Code Section 54223 requires that “After the disposing agency has received a notice of interest from the entity desiring to purchase or lease the surplus land on terms that comply with this article, the disposing agency and the entity shall enter into good faith negotiations to determine a mutually satisfactory sales price and terms or lease terms. If the price or terms cannot be agreed upon after a good faith negotiation period of not less than 90 days, the local agency may dispose of the surplus land without further regard to this article....” The Draft Updated Guidelines undermine the clear timelines established in statute by requiring in Section 202(a)(1)(C)(iv)(V) that a local agency not “arbitrarily end active negotiations after 90 days of good faith negotiations.”

Section 202(a)(1)(C)(iv)(V) adds a subjective and open-ended requirement for a local agency to continue negotiating after 90 days even though 90 days of negotiations is all that is required by statute. This transforms what is a clear standard in statute into a subjective standard in the Draft Updated Guidelines, thereby interfering with local agencies’ ability to efficiently conclude negotiations and transactions. This also exposes local agencies to litigation risk over whether the specific circumstances of a conclusion of negotiations after the 90 days required by statute was “arbitrary.”

Furthermore, additional scrutiny needs to be in place for the entities included on the SLA Interest List. The regulations stipulate that a simple exchange of notifications indicating a potential interest in the purchase of surplus parcels be sufficient for a public agency to be required to enter into the 90-day good faith negotiation window. OMWD has found that not all entities included in the SLA Interest List are genuine as they are not required to submit any formal validation of their ability to develop said parcels according to the intentions of the SLA. Additional validation of the entities included in the SLA Interest List would mitigate disingenuous letters of interest that might otherwise waste public agency resources.

For these reasons, OMWD respectfully requests HCD amend the SLA Draft Updated Guidelines to correct the aforementioned issues. If you or your staff should need any additional details pertaining to this assessment, please do not hesitate to contact me at 760-753-6466 or kthorner@olivenhain.com.

Regards,



Kimberly A. Thorner
General Manager

CC: California Special Districts Association (advocacy@cda.net)
Jennifer Capitolo (jmcapitolo@gmail.com)



COACHELLA VALLEY
WATER DISTRICT
Your Water is Our Promise.



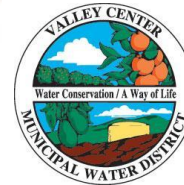
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FOLSOM
DISTINCTIVE BY NATURE



**ELSINORE
VALLEY**
MUNICIPAL WATER DISTRICT



PALMDALE WATER DISTRICT
A CENTURY OF SERVICE



March 27, 2024

Submitted via: commentletters@waterboards.ca.gov

Mr. E. Joaquin Esquivel, Chair
State Water Resources Control Board
1001 I Street, 24th Floor
Sacramento, CA 95814

Re: Comment Letter – Proposed Regulations on Making Water Conservation a California Way of Life

Dear Chairman Esquivel,

The undersigned organizations appreciate the opportunity to provide comments to the State Water Resources Control Board (State Water Board or Board) on the Changes to Proposed Regulations for Making Conservation a California Way of Life (Regulations). These comments supplement the comments we provided on October 17, 2023, on the initial proposed Regulations. We are a group of water suppliers who are subject to, and who have been actively involved in the development of, the Regulations that the State Water Board is charged with adopting pursuant to SB 606 and AB 1668 (together, the 2018 conservation legislation). All of us have a long-standing commitment to water use efficiency, as demonstrated by the substantial decreases in total and per capita water use that our

customers have achieved, most at levels well beyond 20 x 2020 targets. We support the intent of the legislation to make conservation a way of life with cost effective water conservation programs that would achieve even greater efficiencies than we have already achieved.

Thank you also for the opportunity to provide comments at the Board workshop on March 20, 2024. The Board heard again from water suppliers about the adverse impacts the proposed regulations will have on suppliers and their customers, and we appreciate the concerns expressed by Board members about water affordability, equity and the potential infeasibility of achieving the 2040 outdoor standard. As we described in our October 2023 letter, retail and wholesale water suppliers will still need to generate revenues to cover their operating and capital costs, including the increased costs driven by these regulations, and rates will rise accordingly. Indeed, the Metropolitan Water District of Southern California, which is the largest water wholesaler in California, is now proposing to increase their water rates by 41% over the next four years, due to their need to address the consequence of reduced water deliveries. The “benefits” described in the Board’s Standardized Regulatory Impact Assessment, which are primarily associated with cost savings associated with reduced water purchases, are likely to be significantly lower than projected in the SRIA, or even non-existent.

The Association of California Water Agencies (ACWA) has prepared and submitted a more comprehensive and detailed set of comments on the Regulations. We support most of the recommendations made in that letter, and some of the signatories to this letter are also signatories to the ACWA letter. This letter includes the few elements of the Regulations that are in addition to, or differ from, ACWA’s comments.

Support for Certain Changes Made to the Initial Regulations

As described in more detail in the ACWA letter, we support the extended timeline for meeting the outdoor standards, the alternative compliance pathways, and the changes to the CII performance measures. We particularly appreciate the implementation of the deletions we had requested in our October 17, 2023, letter of Sections 975(d)(3)(C) and (D) of the initial proposed Regulations. These sections required water agencies to report information about activities conducted by CII customers, which would be difficult, at best, for water agencies to collect. We also support the language added to Section 966(a) of the Regulations, concerning demonstrating compliance with water use objectives in 2027, although this addition needs to be reconciled with the reporting requirements defined in Section 10609.24 of the Water Code.

COMMENTS ON SPECIFIC ELEMENTS OF THE REGULATIONS

Outdoor standards apply to “irrigable” lands

The proposed Regulations limit the applicability of the outdoor standard to irrigated acreage, unless the supplier will exceed its water use objective, in which case the supplier may include an additional 20% maximum of non-irrigated area that has become irrigated. This approach is not authorized by and is inconsistent with the statute, which states:

“The department, in coordination with the board, shall conduct necessary studies and investigations and recommend, no later than October 1, 2021, standards for outdoor residential use for adoption by the board in accordance with this chapter...

The standards shall apply to irrigable lands.” (Water Code §10609.6(a)(2)(B)) (emphasis added)

Notably, too, the primer prepared in 2018 by the Department of Water Resources (DWR) and Board staff also clearly note this statutory construct. On page eight of the primer, the following description is provided:

“Standards for outdoor residential water use that apply to residential irrigable lands, including provisions for swimming pools, spas, and ornamental water features that are artificially supplied with water, and incorporating principles of the Model Water Efficient Landscape Ordinance (MWELO) (CWC §10609.6)”. (emphasis added)

Recommendation 1 – revise the references in the outdoor standard (including in the definition of residential landscape area) to “irrigable lands” and adjust the acreages used for determining outdoor usage budgets for all agencies accordingly.

Specify an ETF of 0.63 in the Outdoor Standard from 2035 Onwards

The Regulations propose to establish a series of outdoor landscape standards, starting with a landscape efficiency factor of 80% through June 30, 2035, then changing to 63% from that point in time through June 30, 2040, and then changing again thereafter to 55% for residential landscapes and 45% for CII landscapes. The 2018 legislation states that the landscape efficiency factor values should reflect a factor that allows for “the amount of water necessary to efficiently irrigate both new and existing landscapes.” (Water Code Section 10609.9 – emphasis added). As described in the recommendations submitted to the Board by the Department of Water Resources (DWR), the proposed 2040 standard of 55% would not provide adequate water supplies to existing landscapes. DWR, the Legislative Analyst’s Office and the Public Policy Institute of California all recommend that the outdoor standard should include a landscape efficiency factor no lower than 63%. Such a limit would also help to ensure that there are adequate water supplies allowed for residential and landscape uses to maintain a healthy urban tree canopy, itself an essential tool to reduce the likelihood of extreme heat events.

Recommendation 2 – revise the outdoor standards to specify that there will be an evapotranspiration adjustment factor of 0.63, to be applied to irrigable lands, starting in 2035.

CLOSING REMARKS

Thank you again for the opportunity to provide comments to the State Water Board as it continues its formal rulemaking. We also very much appreciate the State Water Board staff’s engagement with the water community. We look forward to collaborating further with the Board and staff to develop a regulatory framework that will reasonably, cost-effectively, and feasibly advance our shared goal of Making Water Conservation a California Way of Life in a manner that recognizes and accounts for every agency’s unique circumstances, as well as the related costs and benefits of seeking each additional increment of water use efficiency.

Sincerely,

Larry B. McKenney, General Manager
Amador Water Agency

Kristina Budak, P.E., Water Resources Director
City of Bakersfield

David Coxey, General Manager
Bella Vista Water District

Ian Prichard, Deputy General Manager
Calleguas Municipal Water District

J. M. Barrett, General Manager
Coachella Valley Water District

Michael Moore, General Manager/CEO
East Valley Water District

Greg Thomas, General Manager
Elsinore Valley Municipal Water District

Jack Bebee, General Manager
Fallbrook Public Utility District

Lucy Silva, Water Management Coordinator
City of Folsom

Dave Pedersen, General Manager
Las Virgenes Municipal Water District

Paul E. Shoenberger, P.E., General Manager
Mesa Water District

Brian Macy, P.E., General Manager
Mission Springs Water District

Kimberly A. Thorner, Esq., General Manager
Olivenhain Municipal Water District

Chris Shepard, General Manager
Orange Vale Water Company

Jose Martinez, General Manager
Otay Water District

Dennis D. LaMoreaux, General Manager
Palmdale Water District

Brent Byrne, General Manager
Quartz Hill Water District

Kim Domingo, PE, General Manager
Rosamond Community Services District

Tom Coleman, General Manager
Rowland Water District

Miguel J. Guerrero, P.E., General Manager
San Bernardino Municipal Water Department

Paul Helliker, General Manager
San Juan Water District

Matthew H. Litchfield, P.E., General Manager
Three Valleys Municipal Water District

Gary Arant, General Manager
Valley Center Municipal Water District

Van Grayer, General Manager
Vaughn Water Company

Greg A. Hammett, General Manager
West Kern Water District

April 4 Board VIP Tour - Comments

To: Neal Meyers <nmeyers@olivenhain.com>; Stephanie Kaufmann <skaufmann@olivenhain.com>

Subject: RE: Olivenhain Water District VIP Tour-April 4th

Hi Neal and Stephanie,

I wanted to thank you once again for having me on the tour last week. I was very impressed with the OMWD systems and operations! A true showcase of what it possible.

Best Regards,

Frank D.

Sent: Monday, April 8, 2024 2:03 PM

To: Teresa Chase <TChase@olivenhain.com>

Subject: Re: Teresa Chase has shared the folder '2024-04-04 Tour Images' with you.

Thanks for the pics Teresa. It was great meeting you and the gang.

Rita S.

Sent: Thursday, April 4, 2024 4:38 PM

To: Kim Thorner <KThorner@olivenhain.com>

Subject: Today

John and I really enjoyed the tour today. You and your staff have done an amazing job of diversifying the district. I'm proud of you.

Rita S.

Sent: Friday, April 5, 2024 3:37 PM

To: Teresa Chase <TChase@olivenhain.com>

Subject: Re: Teresa Chase has shared the folder '2024-04-04 Tour Images' with you.

Hi, Teresa - Thank you very much. We had a splendid time yesterday. I also wanted to thank you for organizing this tour. It was very educational and your staff and directors are all great communicators. I also thank you for the swag. It was a treat to find out all the useful things in that bag!

Anne and Donald O.

Sent: Friday, April 5, 2024 9:44 AM

To: Teresa Chase <TChase@olivenhain.com>

Subject: RE: OMWD VIP Facilities Tour

Good morning, Teresa!

Many thanks once again to OMWD for the excellent tour yesterday. I re-sent the photos to you and posted on my social media accounts.

Have a great day and weekend!

Teresa A.



April 9, 2024

The Honorable Dave Min
 Chair, Senate Natural Resources and Water Committee
 1021 O Street, Suite 3220
 Sacramento, CA 9581

RE: SB 1218 (Newman): Emergency Water Supplies- Support

Dear Chair Min:

We, the undersigned coalition of statewide associations, cities, water suppliers, business organizations, and regional stakeholders, are writing to express our support for SB 1218 (Newman) and to thank you for authoring this important measure, which would enact a state policy to encourage and incentivize greater investment in and development of emergency water supplies across the state.

The Honorable Dave Min
Chair, Senate Natural Resources and Water Committee
April 9, 2024
Page 2

California has always had a climate that cycles between periods of large amounts of precipitation and times of drought. With climate change, however, we are experiencing greater weather whiplash. As the state sees more rainfall and less snow, earlier snowmelt, more intense rain events, aridification, and increasingly more frequent droughts, the state should support every responsible tool to enhance water resilience.

While adherence to feasible water use efficiency standards will continue to play an important role in the face of climate change, water resilience for the future will also require California to maximize various innovative approaches to ensure sufficient water for the state's ecosystem, urban, and agriculture needs in times of shortage.

The development of emergency water supplies— a water supply that has been developed by a water supplier to enhance its water supply reliability during times of shortage and is a supply in addition to the baseline water supplies that the agency draws upon during non-shortage times to meet water demands within its service area— is one tool that can aid the state in mitigating the impacts of more frequent droughts. Unfortunately, few water suppliers have made the investment in emergency supplies because the state has not formally recognized them.

SB 1218 seeks to remedy this by enacting a policy in the Water Code that recognizes emergency water supplies, encourages their development, and supports their use during times of shortage. Our coalition believes that such a policy will encourage and incentivize greater investment in and development of emergency supplies— making communities more resilient, better able to withstand drought and flood, and more prepared to provide safe and reliable water supplies to residents, business and the environment.

For these reasons, we strongly support SB 1218 and urge you and your colleagues to vote “Aye” on this important measure. Please feel free to contact Christine Compton with the Irvine Ranch Water District (IRWD) at (949) 453-5338 or IRWD's Sacramento advocate Alfredo Arredondo at (805) 598-9350 if you have any questions.

Sincerely,

Julia Bishop Hall
Legislative Relations Manager
Association of California Water Agencies

Samuel K. Kim, P.E.
Public Works Deputy Director
City of Garden Grove

Danielle Blacet
Deputy Executive Director
California Municipal Utilities Association

Mark Vukojevic
Utilities Director
City of Newport Beach Utilities Department

Aaron Avery
Director of State Legislative Affairs
California Special Districts Association

Katie Valenzuela
Councilmember, District 4, Chair, Law and
Legislation Committee
City of Sacramento

The Honorable Dave Min
Chair, Senate Natural Resources and Water Committee
April 9, 2024
Page 3

David Youngblood, P.E.
General Manager
East Orange County Water District

Ivy Brittain
Legislative Affairs Director
Northern California Water Association

Joe Mouawad, P.E.
General Manager
Eastern Municipal Water District

Kim Thorner
General Manager
Olivenhain Municipal Water District

Dennis P. Cafferty, P.E.
General Manager
El Toro Water District

Jeff Ball
CEO
Orange County Business Council

Greg Thomas
General Manager
Elsinore Valley Municipal Water District

Robert S. Grantham
General Manager
Rancho Water

Dave Coffaro
Interim CEO
Greater Irvine Chamber of Commerce

James Peifer
Executive Director
Regional Water Authority

Shivaji Deshmukh , P.E.
General Manager
Inland Empire Utilities Agency

Trent Taylor
Water Resources Manager
Rosedale-Rio Bravo Water Storage District

Paul A. Cook
General Manager
Irvine Ranch Water District

Don Bunts
Interim General Manager
Santa Margarita Water District

Keith Van Der Maaten
General Manager
Laguna Beach County Water District

Rick Shintaku
General Manager
South Coast Water District

Jeremy Wolf
Legislative Program Manager
Las Virgenes Municipal Water District

Victoria Hernandez
Executive Director
South Orange County Economic Coalition

Harvey De La Torre
General Manager
Municipal Water District of Orange County

Charley Wilson
Executive Director
Southern California Water Coalition

The Honorable Dave Min
Chair, Senate Natural Resources and Water Committee
April 9, 2024
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Matthew Litchfield
General Manager
Three Valleys Municipal Water District

Michelle Reimers
General Manager
Turlock Irrigation District

Fernando Paludi
General Manager
Trabuco Canyon Water District

Craig Miller
General Manager
Western Municipal Water District

cc: The Honorable Members, Senate Natural Resources and Water Committee
The Honorable Josh Newman, California State Senate, 29th District
Katharine Moore, Chief Consultant, Senate Natural Resources and Water Committee
Todd Moffitt, Consultant, Senate Republican Caucus

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: AUTHORIZATION TO ATTEND UPCOMING MEETINGS /
CONFERENCES / SEMINARS

The Board may desire to attend a meeting that requires Board approval.

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: FUTURE AGENDA ITEMS

The Board may have items to be considered at a Future Board meeting.

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: CONSIDER PUBLIC COMMENTS

There may be public comments before the Board meeting is adjourned.

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: CLOSED SESSION

It may be necessary to go into Closed Session.

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: OPEN SESSION

Memo

To: Olivenhain Municipal Water District Board of Directors

Subject: ADJOURNMENT

We are adjourned.

Capito: PFAS Letters from More than 250 Entities Show Overwhelming Support for Passive Receiver Protections

 epw.senate.gov/public/index.cfm/press-releases-republican

March 20, 2024

WASHINGTON, D.C. – Today, U.S. Senator Shelley Moore Capito (R-W.Va.), Ranking Member of the Senate Environment and Public Works (EPW) Committee, submitted into the congressional record the below letters from **more than 250** impacted entities urging that any legislation to address PFAS contamination cleanup also include liability protections for passive receivers.

Each letter can be accessed below:

- Airports Council International Support Letter (3-15-24):
https://www.epw.senate.gov/public/_cache/files/a/5/a59bf55c-0b84-431e-acea-72213d8afaf4/A6C0B93C9B01607E2F553A246FC85AB6.airports-council-international-support-letter-3-15-24-.pdf
- Akron-Canton Airport Support Letter (3-15-24):
https://www.epw.senate.gov/public/_cache/files/d/9/d97d85f9-753a-430f-938e-bc2be0be5c27/50D9E4E9DD80007C45594FCEAFBD0F10.akron-canton-airport-support-letter-3-15-24-.pdf
- American Farm Bureau Federation Support Letter (3-19-24):
https://www.epw.senate.gov/public/_cache/files/3/3/332b2379-6377-4be8-ba89-43d1e760dd5c/FE77222071735788EDBCD464643BE0A1.american-farm-bureau-federation-support-letter-3-19-24-.pdf
- American Forest & Paper Association Support Letter (3-19-24):
https://www.epw.senate.gov/public/_cache/files/6/d/6dc99767-085c-4962-a9a3-2508163cd108/017DEE7E05DB81DECB22440CCC9F1694.american-forest-paper-association-support-letter-3-19-24-.pdf
- American Public Works Association Support Letter (3-18-24):
https://www.epw.senate.gov/public/_cache/files/2/c/2cf42f16-d710-4a43-93d9-732e4292aeef/6C6BD709AB67050CB44D9BB9A9CE703B.american-public-works-association-support-letter-3-18-24-.pdf
- American Water Support Letter (2) (3-14-24):
https://www.epw.senate.gov/public/_cache/files/3/5/35d131e8-fadb-48c1-b18a-159aa4ada917/6C6BD709AB67050CB44D9BB9A9CE703B.american-water-support-letter-2-3-14-24-.pdf

- Newtown Artesian Water Company Support Letter (3-18-24):
https://www.epw.senate.gov/public/_cache/files/e/4/e4dfef1d-1062-419f-95be-1b15f7b1375b/80186F67D2B6AE12CB70A0BBAC0B5FE9.newtown-artesian-water-company-support-letter-3-18-24-.pdf
- Niagara Frontier Transportation Authority Support Letter (3-15-24):
https://www.epw.senate.gov/public/_cache/files/3/1/312441a0-84e8-4279-8b81-7780643f2453/9BB77511478C0EE2C462F79709F79820.niagra-frontier-transportation-authority-support-letter-3-15-24-.pdf
- Northeast Wyoming Regional Airport Support Letter (3-15-24):
https://www.epw.senate.gov/public/_cache/files/a/2/a2e3edd5-63b4-48f3-873e-219eb09bf476/3B1B4A7639B8C6EA2A42C6B50B205C4A.northeast-wyoming-regional-airport-support-letter-3-15-24-.pdf
- Novato Sanitary District Support Letter (3-11-24):
https://www.epw.senate.gov/public/_cache/files/f/6/f6336119-7ded-423f-a346-030a855f0e0b/B794A7194DE3214556E2992F2273A13F.novato-sanitary-district-support-letter-3-11-24-.pdf
- Oklahoma City Water Utilities Trust Support Letter (3-8-24):
https://www.epw.senate.gov/public/_cache/files/3/d/3d7328c3-5f4a-462a-8d90-cab43988b9b9/4E098656AC1DEDF99BD369D2F473105B.oklahoma-city-water-utilities-trust-support-letter-3-8-24-.pdf
- Olivenhain Municipal Water District Support Letter (3-14-24):
https://www.epw.senate.gov/public/_cache/files/e/4/e4a1d1a6-ff29-4523-84e1-cb6d0d7d03aa/D1FAFD2DCE149DC6EDB254730CF360EA.olivenhain-municipal-water-district-support-letter-3-14-24-.pdf
- Orange County Sanitation District Support Letter (3-12-24):
https://www.epw.senate.gov/public/_cache/files/8/7/87d7e5da-de51-4620-ab00-a9a416e80ab0/35C8A5EEBAAF496E28083C89CD68769C.orange-county-sanitation-district-support-letter-3-12-24-.pdf
- Orange County Water District Support Letter (3-6-24):
https://www.epw.senate.gov/public/_cache/files/8/3/83053251-42bf-49d6-921f-6624cb250de1/630824C0773DD07B25299F541AAE192D.orange-county-water-district-support-letter-3-6-24-.pdf
- Orange County Water District Support Letter 2 (3-14-24):
https://www.epw.senate.gov/public/_cache/files/c/3/c3538627-ca34-46e1-829c-e075e59c76a1/3D08E82FFC2D7537238BB4A7B85CAB84.orange-county-water-district-support-letter-2-3-14-24-.pdf
- Oregon Refuse & Recycling Association Letter (3-18-24):
https://www.epw.senate.gov/public/_cache/files/c/6/c6abd9b6-2eff-4165-aa06-4e31aa54fb87/60268FBF0C37CBD8AFD10969D8570388.oregon-refuse-recycling-association-letter-3-18-24-.pdf

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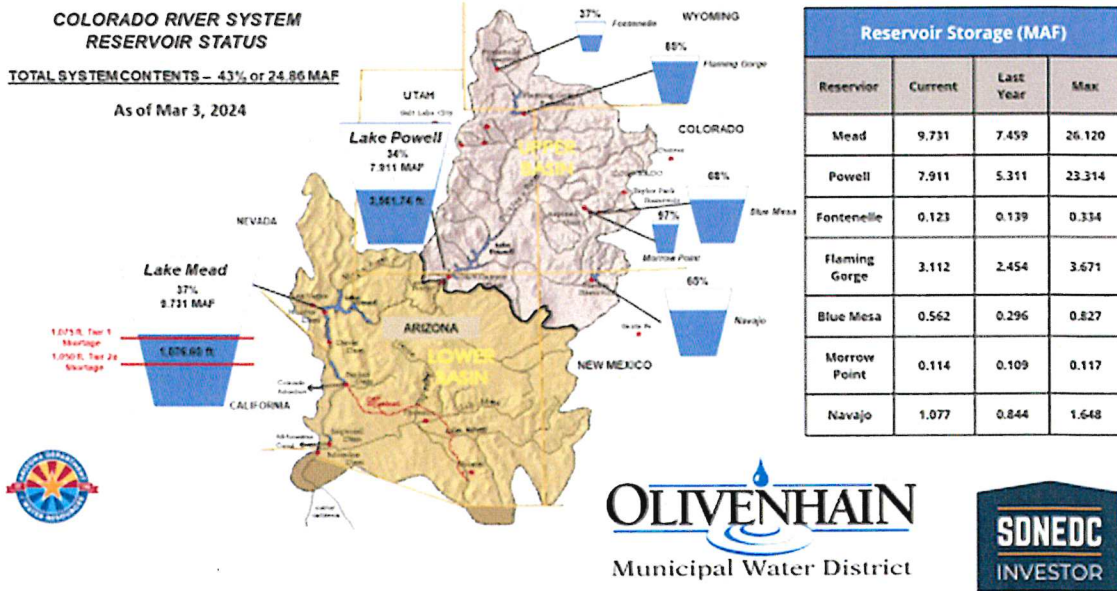
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NORTH COUNTY NEWS



OMWD gives water supply update on Colorado River

Despite some improvement in storage levels, the [Colorado River reservoir system](#) remains only 43% full, with Lake Powell and Lake Mead at less than half capacity. To promote conservation, [rebates are offered for water-efficient devices](#). Additionally, [complimentary public tours](#) provide insight into OMWD's operations, including water purification and recycling processes, as well as its recreational reserve. These initiatives reflect OMWD's commitment to water sustainability amidst fluctuating conditions and underscore the importance of proactive conservation efforts.

Fitch Affirms Olivenhain Municipal Water District, CA's Water Revenue Bonds at 'AAA'; Outlook Stable

 [fitchratings.com/research/us-public-finance/fitch-affirms-olivenhain-municipal-water-district-ca-water-revenue-bonds-at-aaa-outlook-stable-27-03-2024](https://www.fitchratings.com/research/us-public-finance/fitch-affirms-olivenhain-municipal-water-district-ca-water-revenue-bonds-at-aaa-outlook-stable-27-03-2024)



Fitch Ratings - Austin - 27 Mar 2024: Fitch Ratings has affirmed its 'AAA' rating on the following Olivenhain Municipal Water District, CA (the district) revenue bonds:

--\$10.7 million water system refunding revenue bonds, series 2015A;

--\$12.3 million water system refunding revenue bonds, series 2016A.

Fitch also affirms the district's Issuer Default Rating (IDR) at 'AAA'.

The Rating Outlook is Stable.

RATING
ACTIONS

Rating

Prior

AAA

Affirmed

AAA

VIEW ADDITIONAL RATING DETAILS

The 'AAA' water revenue bond rating along with the 'AAA' IDR reflect the district's 'Exceptionally Strong' financial profile within the framework of 'Very Strong' revenue defensibility assessed at 'aa' and a 'Strong' operating risk profile assessed at 'a'. The district's leverage, measured as net adjusted debt to adjusted funds available for debt service (FADS), was extremely low at 2.0x in fiscal 2023 (FYE June 30) and is projected to remain near its current level, not exceeding 2.2x over the next five years in Fitch's Analytical Stress Test (FAST) rating case, retaining comfortable flexibility for the rating.

Although sewer revenues and special assessments are not pledged to bondholders, Fitch's analysis is based on consolidated financials that include modest amounts of these non-pledged revenues and related operations.

SECURITY

The bonds are secured by a pledge of all net system revenues of the district's water system after the payment of operation and maintenance costs.

KEY RATING DRIVERS

Revenue Defensibility - aa

Very Favorable Service Area, Affordable Rates for the Vast Majority of the Population

The district retains the legal authority to adjust rates as needed without external oversight. Fitch considers the monthly residential water bill affordable for around 83% of the service area population based on standard monthly usage of 7,500 gallons. The very favorable service area is characterized by very strong income levels, a moderate unemployment rate relative to the nation and midrange customer growth. Customer growth registered a five-year compound annual growth rate of 0.2% as of fiscal 2023. Income levels are about 90% above the national median as of 2022. The unemployment rate has decreased to 2.7% since 2020 and was 25% below the national average in 2022.

Operating Risk - a

Low Operating Cost Burden, Moderate Investment Needs

In fiscal 2023, the operating cost burden increased to \$12,046 per million gallons (mg) due to sustained lower demand in light of the generally wetter weather conditions. Water production is assumed to return to more normalized levels by fiscal 2025 and result in a cost burden metric more in line with historical levels that would be closer to \$10,000 per mg that remains consistent with the operating risk assessment. The life cycle ratio was low at 38% in fiscal 2023. Capex to depreciation has been adequate averaging 85% over the last five fiscal years from 2019 to 2023. Planned capital spending for the next five years should be in line with historical depreciation, allowing for stability in the currently low life cycle ratio.

The district's estimated actual capex for fiscal 2024 and planned spending for 2025-2028 totals \$73.6 million. The district plans to finance the CIP on a pay-go basis from water rates and charges and other funding sources, including capacity fees, excess property tax revenues, and grants.

The San Dieguito Groundwater Desalination Project is still being considered by the board but has been delayed until at least fiscal 2029 (previously 2027) due to additional hydrogeologic investigations, siting analysis, and confirmation of water rights that remain to be completed. The current project estimate is \$58.6 million based on the Economic Feasibility Assessment Summary Report released in June 2023. A debt issuance of \$47 million, up from \$30 million, is anticipated to pay for construction of the project. The district is also pursuing federal and state grants and other funding opportunities to pay for at least 25% of the costs.

Financial Profile - aaa

Leverage to Remain Stable

The district had extremely low leverage of 2.0x as of fiscal 2023. This level is very much in line with historical performance when leverage has consistently measured between 2.0x and 2.6x since fiscal 2019. The liquidity profile is neutral to the overall assessment with current days cash on hand of 553 and coverage of full obligations (COFO) of 1.8x. Fitch-calculated total debt service coverage was 3.2x in fiscal 2023, which excludes fixed service expense.

The FAST considers the potential trend of key ratios in a base case and stress scenario over a five-year period. The stress scenario is designed to impose capital costs 10% above expected base case levels and evaluate potential variability in projected key ratios. The FAST reflects Fitch's view of a reasonable scenario, which is generally informed by publicly available and/or management provided information with respect to capital expenditures, user charges and rate of revenue and expenditure growth.

In the base case scenario, the leverage ratio is projected to remain stable at around 2.0x over the five-year window. In the stress scenario, which is considered the rating case, the leverage ratio still remains quite stable yet at a slightly higher level, not exceeding 2.2x over the five-year horizon. The liquidity profile is expected to remain neutral to the assessment over the five-year horizon.

Asymmetric Additional Risk Considerations

No asymmetric additive risk considerations affected this rating determination.

RATING SENSITIVITIES

Factors that Could, Individually or Collectively, Lead to Negative Rating Action/Downgrade

--A sustained increase in leverage to greater than 4.0x in Fitch's base and stress cases resulting from higher than expected borrowing and/or a material narrowing of financial margins;

--Sustained increases in the operating cost burden and capital investment that falls well below annual depreciation that weakens the district's overall operating risk profile assessment.

Factors that Could, Individually or Collectively, Lead to Positive Rating Action/Upgrade

--The ratings are at the highest level on Fitch's scale and cannot be upgraded.

PROFILE

The district provides water to an affluent service area of nearly 90,000 people in the suburbs 30 miles north of downtown San Diego. The service area is approximately 95% built-out and spans approximately 48 square miles, including portions of the incorporated cities of Encinitas, Carlsbad, San Diego, Solana Beach and San Marcos, and large portions of unincorporated communities such as 4S Ranch, Rancho Cielo, Rancho Santa Fe, Elfin Forest and Santa Fe Valley. Its customer mix is diverse; water deliveries in fiscal 2023 comprised about 71% residential, 28% commercial and irrigation, and the remainder agricultural use.

The district relies on the San Diego County Water Authority (SCDWA) for untreated water and its primary treated water source is the David C. McCollom Water Treatment Plant. The treatment plant has a treatment capacity of 34 million gallons per day (mgd) and has sufficient capacity to treat current system flows of about 14 mgd in fiscal 2023. In addition to providing water service, the district also provides sewer service to a small portion of its service area. The sewer system produces reclaimed water for non-potable irrigation use, which helps to diversify the district's water supply.

After over three consecutive years of extreme drought, 2023 was a remarkably wet year throughout the southwestern United States. Rainstorms not only replenished water levels in California's reservoirs, but also improved water storage conditions in the Colorado River basin. Locally, rainfall in San Diego during the 2022-2023 water year was 161% of normal, according to the National Weather Service. These fluctuations in weather conditions drove varying demand over recent years, with average demand of 21.8 mgd in 2021 followed by two years of lower demand of 17.4 mgd and 14.2 mgd in 2022 and 2023, respectively.

Sources of Information

In addition to the sources of information identified in Fitch's applicable criteria specified below, this action was informed by information from Lumesis.

REFERENCES FOR SUBSTANTIALLY MATERIAL SOURCE CITED AS KEY DRIVER OF RATING

The principal sources of information used in the analysis are described in the Applicable Criteria.

ESG Considerations

The highest level of ESG credit relevance is a score of '3', unless otherwise disclosed in this section. A score of '3' means ESG issues are credit-neutral or have only a minimal credit impact on the entity, either due to their nature or the way in which they are being managed by the entity. Fitch's ESG Relevance Scores are not inputs in the rating process; they are an observation on the relevance and materiality of ESG factors in the rating decision. For more information on Fitch's ESG Relevance Scores, visit <https://www.fitchratings.com/topics/esg/products#esg-relevance-scores>.

Additional information is available on www.fitchratings.com

PARTICIPATION STATUS

The rated entity (and/or its agents) or, in the case of structured finance, one or more of the transaction parties participated in the rating process except that the following issuer(s), if any, did not participate in the rating process, or provide additional information, beyond the issuer's available public disclosure.

APPLICABLE CRITERIA

ADDITIONAL DISCLOSURES

- Dodd-Frank Rating Information Disclosure Form
- Solicitation Status
- Endorsement Policy

ENDORSEMENT STATUS

Olivenhain Municipal Water District (CA) EU Endorsed, UK Endorsed

Related Regions

United States

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RATINGS KEY OUTLOOK WATCH

Positive

Negative

Evolving

Stable

* Ratings displayed in orange denotes EU or UK Unsolicited and Non-Participatory Ratings

Where there was a review with no rating action (Review – No Action), please refer to the “Latest Rating Action Commentary” for an explanation of key rating drivers

*Premium content is displayed in Fitch Red

Recycled water pipelines to be installed in North County

 fox5sandiego.com/news/local-news/new-recycled-water-pipelines-to-be-installed-in-encinitas-and-carlsbad

Rhea Caoile

March 27, 2024

ENCINITAS, Calif. (FOX 5/KUSI) — The construction of new recycled water pipelines in North County is expected to begin next week, according to the Olivenhain Municipal Water District.

Thanks in part to about \$900,000 in grants from the U.S. Bureau of Reclamation and the California Department of Water Resources, the district will begin work on extending several underground pipelines in Encinitas and Carlsbad.

Is tap water safe to drink? CDC report highlights deadly waterborne infections
The project is aimed at saving more than 12.5 million gallons of imported drinking water per year.

Recycled water is locally produced wastewater that has been disinfected and is used for irrigation, according to the district. It also costs less than potable water and is drought-resilient.

Starting in April, the construction would include installing 5,600 feet of recycled water pipelines in three different sites, the district said Wednesday.

Work on the first of three phases is expected to begin in Carlsbad along Calle Barcelona, southeast of Rancho Santa Fe Road. Crews will be working Monday through Friday from 8:30 a.m. to 3:30 p.m. Some additional work will take place Monday through Thursday from 9 a.m. to noon for any construction impacting Mission Estancia Elementary School.

The district said it does not anticipate the construction of the new pipelines to impact customers' drinking water. The first phase of the project is expected to be complete sometime this summer.

